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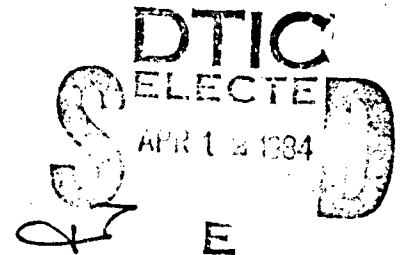
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WORK AND FAMILY AN ANNOTATED BIBLIOGRAPHY

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An Annotated Bibliography

Technical Report 34-01

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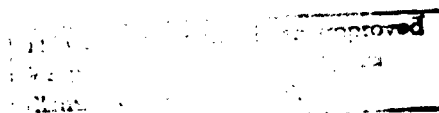
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Work and Family

An Annotated Bibliography



✓ The present report presents 365 summaries of books, scientific reports, and articles from popular magazines and newspapers dealing with the general topic of "work and family". A subject index is presented to guide the reader falling within the general domain of work and family.

Purpose and Scope

✓ This annotated bibliography was prepared as a resource document to help guide research and action programs concerned with work and the military family. The general need for such a document has grown out of the continued emphasis on the military family and the Army's three national symposia on the Army family. This source document is available as an easy accessible, cross-referenced compendium to researchers and practitioners alike.

The scope of the annotated bibliography presented here is limited to published material concerning non-military families. Given our goal of fostering research and services concerned with the military family, this orientation may seem misdirected. However, there are two very good reasons for limiting our scope in this fashion.

✓ Our first reason for focusing on the literature concerning work and non-military families is that Edna Jo Hunter and her colleagues have already done so much with military families. Any effort by us to consider research on the military family would necessarily duplicate the outstanding efforts in this area by Hunter and her colleagues (Hickman & Hunter, 1981; Hunter, 1981;

Hunter, den Dulk, & Williams, 1980; Hunter, Gelb, & Hickman, 1981; Hunter & Hickman, 1981a, 1981b; Hunter, McEvoy & Selman, 1981; Hunter & Pope, 1981; Hunter and Sheldon, 1981). Hunter and associates have not only summarized this research in the form of an annotated bibliography, but they have also commented wisely on the theoretical soundness and practical implications of research in each of the major subareas of this literature. Hunter is currently preparing a book on military families.

Our second reason for focusing on the non-military literature concerning work and family reflects the volume and richness of research in this area. Given that social scientists have addressed certain of these issues for at least the last half century, it seemed unwise to ignore all that has been learned from civilian families when planning research and services concerning military families. In operation here is the assumption that military and non-military families have much in common. This is not to deny certain unique properties of military families. Rather the position taken here is that much of what has been learned about non-military families can probably be useful as well in efforts to understand and serve military families.

By limiting the scope of the present report to the literature on non-military families, we have sought to complement the work of Hunter et al. Like Hunter et al., we also seek the goal of understanding and serving military families. The present report and the efforts of Hunter et al. differ only in regard to the method adopted for advancing toward this goal.

Method

Efficiency, uniqueness, and maximal utility were the guiding principles in preparing this set of summaries. We tried to make the most of the limited resources available for this project.

Our concern for efficiency is most apparent in our use of summaries and

abstracts published as part of scientific journal articles. When an abstract or summary prepared by the journal author was available, we did not prepare an annotation of our own. Rather, we quoted the abstract or summary verbatim. Such quotations are identified in every case with the term "journal". When the reader encounters this term in parentheses at the end of an annotation, it means that the journal was the source of the annotation. Annotations so identified were not the original product of the present project and we should not be credited as its source. All annotations not so identified are original products of the present project and we are totally responsible for their content.

Our concerns for uniqueness reflect the availability of two annotated bibliographies of the topic of work and family: Voydanoff (1980) and Baden (1981). These two bibliographies were prepared independently and their content overlaps considerably. We have sought to avoid any such overlap between these previous efforts and the present report. We have deliberately excluded from the present report any references annotated previously by either Voydanoff or Baden. In this regard, the present report is unique in content when compared to these two previous efforts.

To maximize its utility when used along side already available documents, we designed the indexing system of the present report to be compatible with Baden (1981), Voydanoff (1980), and Portner (1978). Only Baden (1981) included a subject index in his report. Our subject index is modeled after his; the reader can easily move back and forth between our index and Baden's when searching for further references in these two non-overlapping sets of annotations. To enhance compatibility with the narrative reviews provided by Portner (1978) and Voydanoff (1980), we have included their major topic headings in our index. Given this similarity in the terms used, the reader

can easily move from one of these narrative reviews to the present report (or vice versa) when searching for additional references.

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139, 141, 142, 151, 161, 186, 188, 194, 195, 197, 198, 202, 205, 210, 234,
238, 239, 251, 266, 276, 282, 302, 310, 312, 313, 315, 327, 330, 337, 341,
348, 360.
- shiftwork. see timing.

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social class. see status.

socialization. 1, 7, 154, 185, 220, 221, 233, 275, 344.

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spillover and compensation. 109, 114.

spouse: effects of work on. 18, 20, 25, 29, 41, 46, 47, 48, 53, 55, 61, 62, 65, 66, 83, 99, 102, 103, 117, 128, 138, 161, 168, 170, 172, 178, 179, 186, 190, 192, 197, 198, 202, 214, 216, 229, 237, 241, 242, 256, 260, 264, 272, 276, 278, 275, 280, 299, 300, 306, 316, 319, 325, 328, 330, 334, 335, 336, 346, 359.

spouse supportiveness (including attitudes toward working spouse). 11, 18, 20, 60, 151, 155, 188, 189, 194, 196, 197, 198, 202, 219, 228, 234, 272, 283, 316, 325, 328, 345, 348, 351.

stage. see family stage, career stage, and life stage.

status (occupational, social, or socio-economic, also social class). 1, 2, 7, 19, 22, 26, 37, 59, 73, 87, 88, 93, 98, 99, 103, 104, 119, 122, 132, 138, 135, 155, 166, 178, 192, 193, 195, 199, 213, 216, 220, 221, 223, 225, 232, 233, 251, 255, 256, 260, 270, 271, 274, 275, 278, 279, 280, 294, 298, 299, 301, 313, 316, 319, 359.

status inconsistency. 192, 193, 251, 270, 271, 278, 298, 301, 319.

stereotypes, job. 3, 239, 256, 281, 341.

strain. see stress and coping.

stress and coping. 14, 16, 17, 32, 41, 47, 48, 51, 53, 57, 60, 61, 63, 64, 83, 86, 94, 95, 105, 109, 131, 133, 141, 146, 147, 148, 150, 164, 170, 172, 173, 191, 204, 206, 208, 218, 219, 224, 227, 228, 231, 235, 236, 237, 241, 242, 245, 257, 264, 271, 272, 288, 296, 298, 304, 315, 321, 326, 330, 335, 337, 344, 345, 353, 354.

therapy. see counseling.

time allocation (amount of time with work or family). 15, 17, 50, 66, 77, 80, 97, 105, 120, 129, 137, 148, 179, 215, 234, 236, 246, 256, 276, 280, 300, 308, 317, 327, 331, 339, 345, 358.

timing (scheduling of work or family activities). 21, 80, 83, 100, 124, 153, 172, 190, 263, 297, 345, 358, 365.

travel. 51, 80, 86, 296.

two-earner, two-professional, two-work family. see dual-worker family.

two-person single-career family. 38, 51, 71, 105, 170, 171, 175, 180, 199, 201, 217, 237, 256, 259, 272, 301, 336, 340, 343, 354, 356.

unemployment. 79, 95, 197, 208, 247, 252, 253, 337, 345.

values. 1, 8, 41, 78, 115, 122, 131, 142, 155, 168, 181, 182, 183, 200, 220, 221, 232, 255, 268, 275, 277, 282, 288, 308, 309, 315, 320, 337, 359, 362.

values of parents. see parental values.

violence in the family. see abuse.

vocational interests. see occupational interests.

welfare. see public policy regarding work and family, also government and working parents/spouse.

well-being (morale, life satisfaction, perceived quality of life, psychological well-being). 8, 14, 16, 30, 41, 42, 47, 48, 56, 61, 63, 65, 66, 83, 86, 94, 107, 116, 123, 124, 138, 141, 144, 145, 158, 159, 163, 181, 185, 189, 200, 203, 212, 214, 215, 227, 259, 295, 296, 297, 321, 322, 326, 335, 365.

wife's work: effect on husband. see spouse: effects of work on.

work, household. see household tasks.

work sharing. see job sharing.

working wives. see dual-worker families.

working women. 5, 7, 8, 9, 11, 14, 16, 19, 20, 23, 24, 26, 30, 31, 32, 35, 36, 37, 39, 40, 41, 43, 45, 46, 47, 48, 49, 53, 54, 55, 56, 57, 59, 61, 62, 67, 70, 71, 72, 75, 76, 79, 81, 83, 84, 85, 89, 90, 91, 92, 93, 94, 96, 97, 99, 101, 104, 106, 108, 110, 112, 113, 117, 118, 119, 120, 121, 123, 126, 128, 131, 133, 138, 139, 142, 143, 144, 146, 148, 150, 151, 153, 155, 156, 159, 160, 161, 162, 164, 165, 166, 167, 168, 169, 173, 174, 178, 179, 181, 182, 183, 184, 185, 186, 187, 188, 189, 193, 194, 195, 196, 197, 198, 199, 200, 202, 203, 205, 207, 209, 210, 211, 214, 215, 219, 223, 225, 226, 227, 228, 229, 231, 234, 238, 239, 240, 243, 244, 246, 249, 250, 252, 254, 257, 260, 261, 262, 264, 265, 266, 270, 272, 273, 278, 279, 280, 282, 283, 284, 285, 287, 288, 289, 290, 291, 293, 298, 299, 300, 302, 303, 305, 306, 307, 308, 312, 313, 314, 315, 316, 319, 320, 321, 322, 324, 328, 329, 330, 331, 332, 334, 335, 338, 339, 341, 346, 347, 348, 349, 350, 351, 352, 353, 355, 359, 360, 361, 362, 363, 364.

1. Aberle, D. E. & Naegle, K. D. Middle-class fathers' occupational roles and attitudes toward children. American Journal of Orthopsychiatry, 1952, 22, 366-378.

An exploratory study using 20 middle-class Boston families examined the relationship between father's occupational role and his aims and concerns in the socialization of his children. The social system stresses separation of occupational and domestic roles, such that most men were unable or unwilling to see a relationship when asked. However, despite men's attempts to separate the two spheres, the father represents the occupational world to his family and evaluates his children in terms of his occupational role. Fathers overwhelmingly expected their sons, though not their daughters, to go to college and to enter a middle-class profession. Similarly, their concerns over their sons' present behavior involved those traits which would interfere with success in middle-class occupational life, while they were less concerned with their daughters' behavior. The authors call for education of parents regarding the socialization practices they now use and the effect of these practices on their children. At the same time, they realize that psychiatrists must make an effort to understand the meaning to the parents of their current socialization methods, and to understand the threats that change would mean.

2. Adams, B. N. & Butler, J. E. Occupational status and husband-wife social participation. Social Forces, 1967, 45, 501-507.

This paper investigates husband-wife social participation by occupational status in Greensboro, North Carolina. The major conclusions include the following: (1) In the sample as a whole, churchgoing and kin-visiting are the dominant activities, with family and commercial recreation also widespread and frequent. (2) Upper-middle-class professional and managerial couples most closely approximate the popular notion of "togetherness," as evidenced by their frequent participation in commercial recreation, churchgoing, and family entertaining and recreation. (3) Working-class couples' major social involvement is in kin-visiting. (4) The ideas of both a status continuum and the white-collar-blue-collar dichotomy are useful in interpreting the data, although the highest and lowest white-collar categories are difficult to account for by either of these conceptions. (Journal)

13. Adams, J. R., Lawrence, F. P. & Cook, S. J. Analyzing stereotypes of women in the work force. Sex Roles, 1979, 5, 581-594.

The effects of three role stereotypes on three socialization factors are investigated in a pilot study of over 1,700 women entering male-dominated skilled labor fields. Canonical correlation is used to analyze the data as an example of an appropriate technique for investigating such two-component multivariate relationships. (Journal)

4. Aldous, J. Occupational characteristics of males' role performance in the family. Journal of Marriage and the Family, 1969, 31, 707-712.

A review of the literature linking men's occupational activities to their performance of marital and parental roles shows a number of intriguing relationships. The usual dichotomization of occupational and family role demands is questioned in the discussion which focuses on the effect of occupational characteristics on the male's role performance in the family. The man's participation in the family initially appears to depend upon his holding some sort of job. Beyond this, such occupational characteristics as job salience, the synchronization of its demands with those of the family, the overlap in personnel and ecological location between family and work settings all affect intrafamily dynamics. (Journal)

5. Aldous, J. From dual-earner to dual-career families and back again. Journal of Family Issues, 1981, 2, 115-125.

Historical data indicate that dual-earner families are not a new phenomenon. Reasons for the apparent failure to take this tradition into account in the literature, as well as the interest in the dual-career segment among these families are discussed. Women's continuing commitment to family roles, as shown by their lesser attachment to the labor market in terms of full-time employment, is shown. The implications of this commitment to the issue of household division of labor is examined, along with the contributions the following articles make to the literature. (Journal)

6. Aldous, J. & Dumon, W. The politics and programs of family policy: United States and European traditions. Notre Dame, Indiana: University of Notre Dame Press, 1980.

This edited book represents the proceedings of a 1978 symposium at Notre Dame University on the topic of family policy. Participants included family scholars and politicians for Europe and the U.S. Each chapter is authored by a different person. While no single chapter is devoted exclusively to the topic of work and family, several different chapters touch on the subject directly or indirectly. Throughout the proceedings one encounters the difficulty of adequately defining and delimiting family policy. Part of this problem stems from difficulty in reaching agreement on defining the family. Despite such difficulties in definition, it was possible to reach some general conclusions regarding U.S. and western European family policy. Family policy is not coherent and well integrated in the U.S. or in western Europe; its form is that of scattered and diffuse goals concerning family well-being. These scattered goals are generally part of separately administered programs concerned with financial payments (child allowances, income tax credits), remedial services (counseling), or substitutional services (day care, household aides for ill homemakers).

7. Allgeier, E. R. Beyond sowing and growing: The relationship of sex typing to socialization, family plans and future orientation. Journal of Applied Social Psychology, 1975, 5, 217-226.

The speculation, appearing frequently in the birth-planning and population literature, that family-size desires are associated with sex-role norms, was empirically investigated with the Bem (1974) Sex Role Inventory. Forty college students in a 2 (sex-typed vs. androgynous) x 2 (male or female) design responded to a demographic and future-plans inventory. Results indicated that androgynous females, as compared with sex-typed females, (a) moved frequently during childhood ($p < .02$); (b) were raised in larger communities ($p < .02$); (c) had fathers ($p < .03$) and mothers ($p < .003$) of higher occupational status; (d) tended toward higher educational aspiration ($p < .09$); (e) desired fewer children ($p < .05$); and (f) placed more importance on competence at work ($p < .004$). Male responses were not generally related to the sex-typing variable. Results were discussed in terms of implications of sex-role socialization for the problem of overpopulation. (Journal)

8. Altman, S. L. & Grossman, F. K. Women's career plans and maternal employment. Psychology of Women Quarterly, 1977, 1, 365-376.

Maternal employment, perceived maternal satisfaction and goodness of mothering, and sex role conceptions were studied as they relate to future life plans of college senior women. Twenty-five women in a working mother group and 26 in a nonworking mother group were administered the Strong Vocational Interest Blank for Women, the Sex-Role Stereotype Questionnaire, the Inventory of Feminine Values, the Maternal Satisfaction and Maternal Goodness scales, and the Life Plan Questionnaire. Daughters of working mothers scored higher on career orientation ($p < .01$, Life Plan Questionnaire) than did daughters of nonworking mothers. High perceived maternal satisfaction and maternal goodness correlated with low career orientation for the nonworking sample (the averaged r across variable pairs = .48). For the working sample, perceived maternal dissatisfaction with feminine role values correlated significantly with higher career orientation ($r = .42$), while the other satisfaction measure showed no relation to career orientation. Daughters of working mothers displayed broader sex role conceptualizations ($p < .01$). (Journal)

9. Anderson, C. W. Attachment in daily separations: Reconceptualizing day care and maternal employment issues. Child Development, 1980, 51, 242-245.

Studies of attachment in day-care children and dependency in children of employed mothers are viewed as sharing concerns about the impact of daily mother-child separations and multiple caregivers on the development and maintenance of attachment. Conclusions from research in related areas--maternal deprivation, institutionalization, and parent-child relations--are used to conceptualize and hypothesize about relevant dimensions of daily separation experiences. A discussion is presented to make a case for differentiating day care and maternal employment according to two particular dimensions of relationships and care both at home and in alternate care--quality and stability. Suggestions are made for new research directions and emphases in order to study these dimensions systematically and to clarify some of the confusion characterizing results of relevant research. (Journal)

10. Andrews, F. M. & Withey, S. B. Social indicators of well-being: Americans' perceptions of life quality. New York: Plenum, 1976.

The general concern of this book is with measures of the perceived quality of life. The history of the social indicators movement is reviewed briefly and the authors present their conceptual model of the perceived quality of life. The major objective of the book is to chronicle their effort to develop workable measures of the perceived quality of life, to empirically examine the properties of such measures, and to present normative data based on several large nationwide probability sample surveys. Their studies do not focus exclusively on the topic of work and family. However, these two areas of life are included as critical domains within their system of well-being indicators. Among the many results presented, one can find much of relevance to work and family, e.g., the correlations between well-being at work and in the family, the regression weights associated with each when trying to predict overall well-being, and the levels of overall well-being for people in different conditions of life with regard to work, family, or combinations of work and family variables. In terms of its relevance to work and family, this book parallels strongly Campbell, Converse, and Rodgers's Quality of American Life.

11. Andrisani, P. & Shapiro, M. Women's attitudes toward their jobs: Some longitudinal data on a national sample. Personnel Psychology, 1978, 31, 15-34.

This study examines a number of aspects of job satisfaction among women in their thirties and forties over the 1967-1972 period using data from the National Longitudinal Surveys. The data presented suggest that black women were less satisfied with their jobs than whites, and that levels of job satisfaction declined between 1967 and 1972. When asked which aspects of their jobs they liked best, these women were most likely to mention a dimension of their work which stemmed from the job content. Also of particular importance were the socio-emotional aspects of their jobs. There were remarkably few changes in the pattern of responses over the 5-year period. Furthermore, there is evidence that women whose skills were underutilized tended to be more dissatisfied than women for whom this was not the case. Conflicting demands between responsibilities at home and at work also appear to result in lower-than-average levels of job satisfaction. The greatest conflict in this regard appeared to result from an unfavorable attitude of the woman's husband toward her working, indeed more so than by the presence of young children or by her own attitude toward the propriety of women working. The lack of certain straightforward relationships between job satisfaction and such dimensions as family circumstances, skills and labor market characteristics is interpreted in the context of the conceptual framework of Lawler (1975). (Journal)

12. Aneshensel, C. S. & Rosen, B. C. Domestic roles and sex differences in occupational expectations. Journal of Marriage and the Family, 1980, 42, 121-131.

This study examines relationships between sex roles, domestic roles, and occupational expectations within a large sample of American adolescents. Questionnaire data shows that domestic and occupational expectations are intricately interwoven for females, but are relatively discrete spheres for males. For three subgroups--"sex-typical," "sex-atypical," or "sex-neutral" occupational expectations--significant multivariate differences were found for females but not males on background, sex role, and domestic expectation variables. These results indicate that the occupational expectations of adolescent females are related to both generalized sex-role attitudes and specific plans for adult domestic roles. (Journal)

13. Anonymous. Employee transfers getting closer looks. Industry Week, August 13, 1975, 186, 40-42.

A recent survey of 605 employers shows that while the actual number of employee transfers remained the same from 1974 to 1975, companies are cutting back on unnecessary transfers and are becoming more aware of the personal costs involved in relocation. A survey of transferred employees showed little resistance to relocation, since workers are generally aware of the necessity of transfers when they accept a job. Companies do seem to be more sensitive to employees' problems in moving and have liberalized their policies in recent years. To promote economic efficiency while still assisting employees in their relocation, companies are frequently turning to relocation services, which purchase homes, offer counseling on the new location, help find homes, and manage the transportation of personal possessions.

14. Anonymous. Working partners: For married couples, two careers can be an exercise in frustration. Wall Street Journal, May 13, 1975, 1ff.

Today, with the increasing number of married women in the work force, approximately 20 million, dual-career couples experience much frustration and anxiety. Although most of these couples knew what they were coming up against when they got married, that is both being career-oriented, the consequences result in unexpected strains, especially in the care of children. To overcome these strains both spouses must have patience. Nothing can be expected of a spouse; both must negotiate on certain demands and responsibilities. Many dual-career couples cannot cope with the pressures and strains of the job which accompanies their lives, and thus eventually split up. While others find that being both career oriented brings them closer together, for the reason that both know the strains each one is going through, and help each other overcome it, or, on the other hand, they both strive for this pressure. Not only is job stress an important aspect to contend with, but dual-career couples must contend with domestic stresses. The couples agree that the adjustments are easier to make before they have children because they have the opportunity to do whatever they feel after the work day has ended. They have the time and money to spend on themselves. The arrival of children stretches the expenses and time which makes it harder to enjoy themselves, thus increasing their frustrations. In summary, these couples are primarily satisfied because the stresses and strains they encounter are overridden by their increase in resources in which they live by.

15. Anonymous. How to relate to your children. Business Week, December 1977, 117-123.

This article discussed several ways to help improve the executive child relationship. The new trends cited for dealing with problems of this nature have focused on family therapy, group self-help, and divorce therapy. In addition, several positive, concrete points of advice were offered for an executive father who finds it difficult to relate to his children. These include appraising one's feelings and spending more time with young children and preteenagers than one normally would with teenage kids. The article also stressed the importance of open communication between husband and wife to enhance the parenting relationship.

16. Anonymous. Commuting: A solution for two career couples. Business Week, April, 1978, 62ff.

This article contains brief interviews with 14 couples of various ages who are geographically separated due to dual careers. Expert opinion and observations are also included. A wide range of commuter problems were identified and discussed, including the spouse's need for emotional support and closeness, costs to the career, lack of shared experience, household maintenance, well-being of the children, and additional costs incurred. However, these couples do find that the rewards inherent in their situation make it worthwhile to maintain separate job locations. All of the couples interviewed indicated that it takes extra effort, mainly in the form of the conscious arrangement, to spend quality time together, for the situation to succeed.

17. Arkin, W. & Dobrofsky, L. R. Job sharing. In R. Rapoport and R. Rapoport (Eds.), Working couples. New York: Harper, 1978.

Snowball sampling techniques were used to identify 21 job-sharing couples (a married couple who shared a single job between the two of them). These people were mostly academics, but journalists and clergy were also included. Three major sources of strain ("tension lines") were identified on the basis of interviews with these couples: a) sexism—feelings that neither the male nor the female were properly performing their job, b) part-time stigma—colleagues and supervisors sometimes do not view them as serious professionals because of their part-time status, and c) economic exploitation—while paid for doing only 50% of a job, these people each do 75-80% of the job. Despite such problems, people reported preferring this lifestyle to the dual-career couple model because it affords them with more time for family and leisure. Also considered are the benefits of job sharing to employers.

18. Arnott, C. C. Husbands' attitudes and wives' commitments to employment. Journal of Marriage and the Family, 1972, 34, 673-684.

Primacy of home duties and a dependent relationship on her husband have been traditional role expectations for American wives. Two current trends challenge the image of dependent homemaker. First, the dual role of home and employment is increasingly popular among married women; for some this means career-commitment. Second, the new wave of feminism stresses autonomy (self-determination) for women. These two factors may be important in recasting or shattering the mold of American family life, especially through their impact on the marital relationship. Repeatedly, research has indicated how crucial the husband's attitude is for adjustments necessitated by the wife's employment. This research attempted to determine whether married women seek to make their role preference congruent with that of their husband. The study also examined the effect of wives' attitude to autonomy for women on their expectations as to which partner should adjust when there is tension or conflict over her role. Secord and Backman's theory of interpersonal congruency provided the theoretical model for the research. This theory suggests that behavioral stability and change are determined by one's desire for congruency in the interpersonal matrix formed by (S) self-concept, (B) relevant behavior, and (O) the perceived reaction of significant others. When incongruency threatens, adjustment is made among the components S, B, and/or O. A purposive selection of women's clubs was made, and members were given mail-back questionnaires for themselves and their husbands. The women surveyed covered a broad range in terms of commitment to employment and attitude to autonomy for women. Two hundred thirty-five questionnaires were returned; most included the husband's also. The hypothesis that shared husband-wife role preference leads to role continuity or change, depending on whether this preference was for her present role or a different one, was strongly supported. The hypothesis that women with a liberal attitude to autonomy expect their husbands to make more adjustments and those with a conservative attitude expect to make more adjustments themselves was supported in general interaction but not when wives occupied roles in defiance of their husbands. Women moderate in attitude to autonomy evidenced more ambiguity over their roles than either the conservative or liberal women. (Journal)

19. Axels, L. The working wife: Difference in perception among negro and white males. Journal of Marriage and the Family, 1970, 32, 457-464.

This study is concerned with the differences in perception of the working wife that exist between Negro and white adult males. Data were gathered from a random sample of households in Brevard county, Florida in 1967. The sample consists of 67 Negro males and 565 white males. The data suggest that there are marked differences between Negro and white males in their perception of the working wife, her relationship to her husband, and her relationship to her husband's career. The additional use of socioeconomic status and age as test variables does not materially change the differences found between the races. (Journal)

20. Axelson, L. The marital adjustment and marital role definitions of husbands of working and non-working wives. Marriage and Family Living, 1963, 25, 189-195.

This study explored husbands' attitudes towards the working wives, and investigated the relationship between husbands' marital adjustment and wives' employment status. Data was collected from a random sample of 122 husbands through a mailed questionnaire. Significant differences were found in the attitudes of husbands of working wives versus husbands of non-working wives, with the first group indicating a more liberal view with regard to wife's employment, her economic equality, and her privilege of individual sexual expression. These husbands also considered their wives' employment less of a threat to their masculine status than husbands of non-working wives. Husbands of working wives reported poorer marital adjustment. The author suggests caution in interpreting these findings because the direction of causality is not known.

21. Baden, C. & Friedman, D. E. New management initiatives for working parents. Boston: Wheelock College Office of Continuing Education, 1981.

This book reports the proceedings of an April 1981 conference in Boston. Participants included academics, government officials, union officials, and representatives of work organizations. The purpose of the conference was to share ideas and experiences concerning programs promoting the well-being and welfare of both working parents with children and their children. The tone of the proceedings was very pragmatic and down-to-earth. Specific details were presented for running a variety of family oriented programs including child care, flexible work hours, maternity and paternity leaves, employee assistance programs, financial benefits and consortium programs. The book includes a list of participants with phone numbers and complete mailing addresses. Among the corporate participants reporting such programs were Stride-Rite Shoes, Corning Glass, and Equitable Insurance Company.

22. Bahr, S. J., Chadwick, B. A. & Strauss, J. H. The effect of relative economic status on fertility. Journal of Marriage and the Family, 1975, 37, 335-344.

This paper reports a test of the hypothesis that fertility is a function of relative economic status. The respondents were 520 males living in Seattle, Washington, in 1973 who were married once with spouse present. Relative income and occupational status relative to desired occupation were the two most consistent predictors of fertility. Perceptions of relative life style were not related to fertility in any consistent manner. The effects of relative economic status on fertility were somewhat different at higher than lower birth orders. The data generally supported the hypothesis and suggest that economic explanations of fertility can be improved by taking relative income and relative occupational status into account rather than focusing exclusively on income. (Journal)

23. Bailyn, L. Accommodation of work to family. In R. Rapoport, R. M. Rapoport and J. M. Bunstead (Eds.), Working couples. New York: Harper & Row, 1978.

Accommodation concerns the degree to which the person makes sacrifices in his/her work life to benefit the family. Traditionally, women have been more accommodative than men, even in dual career families. Bailyn provides an insightful analysis of accommodation, stressing the manner in which it reflects important personal values. She notes both structural forces (e.g. dual career couples) and personal forces (e.g. desires for a diversified, multidimensional life not focused solely on work) as factors influencing level of accommodation. Several alternative patterns of allocating home and work responsibilities are discussed (specialization, shared responsibilities, segmentation, recycling, etc.). While accommodation may be valued from the perspective of personal development, the top jobs in our society appear to demand a non-accommodative style. People who accommodate may eliminate themselves from achieving maximal levels of career success.

24. Bailyn, L. The slow-burn way to the top: Some thoughts on the early years of organizational careers. In C. B. Derr (Ed.), Work, family, and the career. New York: Praeger, 1980.

The typical career pattern of the "fast track" executive is one of rapid early promotions accomplished through near total dedication to work. Because only so many spaces are available at the top of the organization, many mid-career executives find themselves plateaued with little opportunity for further advancement. Bailyn presents the "slow burn" model as an alternative; it involves slower, but steady advancement. She proposes that such a pattern would benefit executives and their families because it would not require such total dedication and involvement in work during early stages of career. This is especially crucial as early stages of family life are also very demanding and occur at approximately the same period of life, thereby creating considerable role conflict. She also proposes that organizations would benefit from this alternative pattern because they would have more experienced executives performing duties now performed by younger executives and because they could avoid the problems of having a pool of burned-out and disillusioned mid-career executives. Dual career couples would also benefit from the slow burn model. Cases of slow burn careers from her panel study of MIT graduates provide some support for the personal well-being hypothesized to result from this model.

25. Bailyn, L. & Schein, E. Life/career considerations as indicators of quality of employment. In A. D. Biderman and T. F. Drury (Eds.), Measuring work quality for social reporting. Beverly Hills, Calif.: Sage, 1976.

These authors argue that indicators reflecting the quality of work life must consider the link between work and nonwork elements of life. In this way, a more thorough and complete analysis of work is possible because both on-the-job and off-the-job contexts of work behavior are considered. They emphasize a longitudinal analysis of work and nonwork life that recognizes differences in stages of work career, personal development and family development. Values and opportunities can vary considerably among people at different stages in these three life careers. By incorporating family and other off-the-job variables in QWL data sets, much can be learned about work and family relationships even while direct measures of such relationships are being developed. Several of their empirical studies are reviewed to illustrate different patterns of work-family relationships. This research considers involvement in work and family roles as it relates to dominant personal values (what they call "career anchors").

26. Banducci, R. The effect of mother's employment on the achievement, aspirations and expectations of the child. Personnel and Guidance Journal, 1967, 46, 263-267.

This study of 3,014 high school seniors examined school achievement and educational aspirations and expectations of youth of working and nonworking mothers. The sample was stratified by socio-economic level and by the sex of the student. The fact that mothers were employed full-time appeared to have little, if any, detrimental effect on children in regard to educational aspirations, expectations, and achievement. There was even a trend for these children to have higher educational aspirations and expectations than children of nonworking mothers, with the exception of boys from the professional socio-economic level. Aspirations and expectations were less divergent at higher socio-economic levels than at lower levels. Girls with working mothers planned to combine a homemaking and working career in their own lives more often than did girls with nonworking mothers. Children of both sexes with working mothers, at lower socio-economic levels but not at professional levels, expected more financial help from their family for future schooling. (Journal)

27. Barclay, J., Stillwell, W., & Barclay, L. The influence of paternal occupation on social interaction measures in elementary school children. Journal of Vocational Behavior, 1972, 2, 433-446.

The objectives of this study were to analyze the effect of paternal occupation as classified by Holland on the social interaction, vocational awareness, self-report and teacher expectations of their children in the elementary school. The paternal occupations of 1386 elementary school children in Corpus Christi, Tx. were identified. All of these children had taken the Barclay Classroom Climate Inventory, a multimethod needs assessment system which integrates self-report, sociometric, vocational, and teacher judgment data into a computerized report. A multivariate analysis was completed on 29 independent scales to determine differences between children in accordance with Holland's vocational classification system. The results indicated that social interaction differences in children are generally in agreement with environmental thrusts related to paternal occupation. (Journal)

28. Barrett, C. L., & Noble, H. Mothers' anxieties versus the effects of long distance move on children. Journal of Marriage and the Family, 1973, 35, 181-188.

Families (N=159), moved long distances by a major interstate mover, reported on the effect of the moves on their 318 children using a questionnaire and the Louisville Behavior Check List (LBCL). Parents reported that children made friends easily (80 percent) and that school change was not difficult (75 percent). "No effect" or a "good" effect of moving was reported for 81 percent of the children. Parents with a "bad" attitude toward moving saw a negative effect on their children, but such effect was not confirmed by the clinical instrument (LBCL). LBCL results for the sample children showed them not to differ from their peers in Aggression, Learning Disability, Inhibition or Total Disability. Past reports of a negative effect of moving were attributed to sample differences and generalizations from clinical reports. (Journal)

29. Bartolomé, F. Executives as human beings. Harvard Business Review, 1972, 50, 62-69.

After extensive observations and interviews of 40 mid-career executives and their families, the author contends that executives experience a negative carryover from work to personal life, not only in terms of restricted time and energy, but in interpersonal orientation as well. Most executives continued to act restrained, independent, and in charge while denying themselves the expression of tenderness or strong emotion. Not only executives, but their wives, were reluctant to express tenderness and affection toward their children. Most managers believed that it was impossible to be both dependent and independent or expressive and controlled, and therefore denied those parts of themselves which were antithetical to the executive role. Cultural norms, which emphasize restraint, toughness and achievement are cited as causes for this phenomenon. The author suggests that by accepting their feelings, expressing them and learning to deal with them at home, executives can improve job performance while achieving personal growth.

30. Baruch, G. & Barnett, R. Fathers' participation in the care of their preschool children. Sex Roles, 1981, 7, 1043-1055.

Correlates of fathers' participation in the care of their preschool children were investigated, using two indices of participation: (a) child-care tasks performed by the father independently; and (b) child-care tasks performed jointly with the mother. Subjects were 79 fathers and mothers of Caucasian middle-class 4-year-old girls and the girls themselves and 36 fathers and mothers of a matched sample of preschool boys. Major factors examined as possible influences on participation included (a) maternal work-role pattern; (b) fathers' and mothers' sex-role ideology; and (c) family "work load," i.e. family size and number of children under 6. Indices of variables conceptualized as possible consequences of participation included (a) girls' sex-role stereotyping; (b) father's self-perceptions of masculinity and femininity; and (c) wives' role-pattern satisfaction. Results indicated that fathers' independent (but not joint) performance of child-care tasks was significantly and positively related to maternal work-role variables and to nontraditional sex-role ideology of fathers and wives, but not to family work load. Independent (but not joint) participation was significantly and negatively related to daughters' stereotyping and to fathers' perceptions of themselves as stereotypically masculine. Wives' role-pattern satisfaction was unexpectedly found to be negatively related to both joint and independent participation. (Journal)

31. Bass, B., Krusall, J. & Alexander, R. A. Male managers' attitudes toward working women. American Behavioral Scientist, 1971, 15, 221-236.

174 male managers were given a questionnaire designed to assess their attitudes towards working women. Factor analysis yielded 7 clusters, the most heavily endorsed of which was deference which revealed that most men believe in differential treatment for women. The next most heavily endorsed items were those stating that women make poor supervisors and that women are undependable. There were nonsignificant response differences based on age, and few based on marital status and position in the organization. There were significant differences when managers were divided into those with no female coworkers, those with female subordinates, and those who worked with women as peers. Those who did not work with women expressed the most favorable attitudes towards them while those with female subordinates expressed the least favorable. The authors suggest that simply hiring more women will not change deep-rooted attitudes and social mores. Rather, examination of attitudes and of actual data regarding women's proven ability and dependability, as well as interaction of men and women as equals, is necessary in order to effect a change.

32. Bebbington, A. C. The function of stress in the establishment of the dual-career family. Journal of Marriage and the Family, 1973, 35, 530-537.

The dual-career family, in which both husband and wife pursue careers while maintaining a family, is an emergent phenomenon identified by Rapoport and Rapoport. In this paper a reexamination of their data has been made, comparing it with similar data from couples in traditional partnerships. Since a most outstanding characteristic of dual-career families is the high degree of stress they experience, the basic question asked is the reason certain couples adopt this life-style. An answer is provided in terms of a precise understanding of the stress experience of an individual. (Journal)

33. Beckman, L. J. Fertility preferences and social exchange theory. Journal of Applied Social Psychology, 1979, 9, 147-169.

Interviews with 583 married women aged 18 to 49 revealed that a summary index of motivation for additional children was positively related to preference for a/another child and negatively related to future employment intentions. Desire for children, once formed, had an effect on employment intentions; however, neither employment intentions nor satisfaction with employment affected desire for children. Satisfaction with parenthood and the general rewards of parenthood were positively related to present number of children while motivation for an additional child was negatively related to present number of children. Little evidence was found to indicate that a "rational" social exchange model of fertility choice is more applicable for some socio-demographic groups than for others. In general, however, results provided support for the social exchange model expounded. (Journal)

34. Beckman, L. J. The relationship between sex roles, fertility and family size preferences. Psychology of Women Quarterly, 1979, 4, 43-60.

Interviews regarding sex-role attitudes, sex-role behaviors, fertility, and fertility preferences were conducted with 583 currently married women aged 18 through 49. Separate correlational analyses for blacks, Anglos, and Hispanic women revealed that for Anglos and blacks sex-role attitudes appeared to be more highly associated with children raised and desired fertility than did division of household tasks and decisions. Past and present role behavior outside of the family (i.e., employment experience) were related to fertility and fertility preferences for all three groups. A path analysis, applied for Anglos only, indicated that number of children raised may influence sex-role behavior and attitudes which, in turn, may influence current fertility desires. However, the variable with the largest direct effect on total children desired was the number of children one already has. Various dimensions of sex roles influenced fertility desires in different ways. Traditionalism of attitudes had a positive effect while relative performance of feminine tasks had a negative effect on total number of children wanted. (Journal)

35. Beckman, L. J. & Houser, B. B. The more you have, the more you do: The relationship between wives' employment, sex role attitudes, and household behavior. Psychology of Women Quarterly, 1979, 4, 160-174.

This study explores the relationship between wife's employment, sex-role traditionalism, and the reported division of household tasks and decisions. Data were collected from three samples of currently married women between the ages of 18 and 49 in Los Angeles County. Sex-role traditionalism was positively related to wives' relative performance of feminine tasks, but generally unrelated to masculine task performance and decision-making between spouses. Employed or professional women took primary responsibility for relatively fewer feminine tasks than did nonemployed or nonprofessional women. The findings suggest that despite differences among women in sex-role traditionalism and employment status, most women say that they and their spouses divide tasks in a traditional sex-role fashion. (Journal)

36. Bell, C. S. Should every job support a family? Public Interest, 1975, 40, 109-118.

The author claims that in order to better formulate employment and welfare policy, it is necessary to distinguish between wages as rewards to workers and wages as income for the family. While these are sometimes equated in calculating unemployment benefits, standard of living, etc., the many varieties of families makes this assumed equality obsolete. The author believes that wages earned by one worker cannot be equated with total family income because there may be more than one worker per family, a condition that should be encouraged, not discouraged, by welfare policy. She also calls for a redefinition of the economic functions of families and clarification of policy goals, which have frequently confused welfare of the individual with well-being of the family.

37. Ball, D. The great back-to-work movement. Fortune, July 1956, 90-93.

Despite younger marriages and the baby-boom, the number of employed married women jumped from 15% in 1940 to 30% in 1956. The most dramatic increases have been in the percentages of women with young children who work and of women between 45 and 55, 45% of which currently work outside the home. Previously there had been an inverse relationship between socioeconomic status and the likelihood of a wife working, such that women did not work when their husbands could support them. A change in this "respectability pattern" has meant that women now work because they want to, citing companionship, stimulation and desire for an even better standard of living as reasons for working. The article's discussion of the channeling of women into low-level clerical and service jobs, wage discrimination, women's disinterest in unions, and complaints about women's high absenteeism and turnover rates not only provides a picture of 1950s attitudes, but aids in understanding the problems which working women face today.

38. Berkwitz, G. Corporate wives: The third party. Duns Review, 1972, 100, 60-62.

Corporate wives are recently demanding more say as to whether they should pack up and move when their husbands are asked to make job transfers. Although the "typical" executive wife still abounds in United States corporations, the new breed of corporate wives, spurred into awareness by feminist groups and exposure to more of the world via media and travel, appear to be more concerned with decisions affecting their own lives. One reason for the "militancy" of executive wives is that a growing number of them now work. However, it appears that nonworking wives are also demanding that more attention be paid to their needs when transfers are contemplated. Corporate management has begun to recognize the growing number of women who have become concerned with job relocation and a few small changes can be observed.

39. Berman, S., Sacks, S. & Lief, M. The two-professional marriage: A new conflict syndrome. Journal of Sex and Marital Therapy, 1975, 24, 242-253.

The two-professional marriage that begins during the period of preprofessional or professional training is apt to break down during the immediate posttraining period. Reasons for this occurrence are discussed in the light of marital dynamics and adult developmental issues, with special emphasis on female professional role development.

40. Bernard, J. The good provider role: Its rise and fall. American Psychologist, 1981, 36, 1-12.

The general structure of the "traditional" American family, in which the husband-father is the provider and the wife-mother the housewife, began to take shape early in the 19th century. This structure lasted about 150 years, from the 1830s to 1980, when the U.S. Census no longer automatically denominated the male as head of the household. As "providing" became increasingly mediated by cash derived from participation in the labor force or from commercial enterprises, the powers and prerogatives of the provider role augmented, and those of the housewife, who lacked a cash income, declined. Gender identity became associated with work site as well as with work. As affluence spread, the provider role became more and more competitive and escalated into the good-provider role. There were always defectors from the good-provider role, and in recent years expressed dissatisfaction with it increased. As more and more married women entered the labor force and thus assumed a share of the provider role, the powers and prerogatives of the good-provider role became diluted. At the present time a process that Ralph Smith calls "the subtle revolution" is realigning family roles. A host of social-psychological obstacles related to gender identity have to be overcome before a new social-psychological structure can be achieved. (Journal)

41. Beutell, N. J. Inter-role conflict among married women: The influence of husband and wife characteristics on conflict and coping behavior. Journal of Vocational Behavior, 1982, 21, 99-110.

The present research investigated the conflict that women experience between their home and nonhome roles. All of the women in the sample (N=115) were married and living with their husbands, had at least one child living at home, and were college students. It was found that women who placed a similar level of importance on work as their husbands experienced less intense conflict than women who differed from their husbands in career orientation. In addition, the number of children at home was positively related to a woman's conflict when her husband was highly work oriented. A woman's use of reactive coping strategies was negatively related to her life satisfaction when her husband was dissatisfied with his own life. (Journal)

42. Bharadwaj, L. K. & Wilkening, E. A. Life domain predictors of satisfaction with personal efficacy. Human Relations, 1980, 33, 165-181.

Data from a sample of northwestern Wisconsin residents reveal that satisfaction with personal efficacy is tied to satisfaction with the activity domains of spare time activities, work, family, and spiritual life, with the resource domain of health, and in some cases, of income and education, and with the consumption domain of standard of living. Sex differences in the domain predictors reflect the primacy of work-related factors for men and of family-related considerations for women. Age differences relate to the primacy of family and work satisfactions in the active years of life, and of satisfactions with health and spiritual life in maturity. Satisfaction with the ascribed resource of health is the prime predictor for the lower income groups, while satisfactions with the achieved resources of education and income, and with organizational involvement, contribute significantly to the highest income group only. In general, satisfaction with personal efficacy is derived most from domains in which the self is the locus of control as well as the locus of causality. General implications of these findings are discussed. (Journal)

43. Blanchard, R. & Biller, H. Father availability and academic performance among third grade boys. Developmental Psychology, 1971, 4, 301-305.

Subjects were matched early father-absent (beginning before age 5), late father-absent (beginning after age 5), low father-present (less than 6 hours per week), and high father-present (more than 2 hours per day) third-grade boys. Class grades and academic achievement test scores were examined and it was found that the academic performance of the high father-present group was very superior to the other three groups. The early father-absent boys were generally underachievers, the late father-absent and low father-present boys usually functioned somewhat below grade level, and the high father-present group performed consistently above grade level. (Journal)

44. Blehar, M. C. Families and public policies. In E. Corfman (Ed.), Families today. Washington, D. C.: Government Printing Office, 1979.

This article provides an overview of family public policy in the United States. There is no unified government policy statement concerning families. Nor is there any one governmental agency that encompasses within it all matters pertaining to families. The family is intimately connected to many other social structures such as government, religion, work, and the media. The family impact analysis attempts to consider the potential impact on the family of different policies in the private and public sectors. It parallels the well-known concept of an environmental impact analysis. Included in this article is a listing of 268 federal government programs with potential impact on families and 63 with direct impact on families. Also discussed are non-governmental agencies funding family programs and conducting family research.

45. Blood, R. O. Long-range causes and consequences of the employment of married women. Journal of Marriage and the Family, 1965, 27, 43-47.

The remarkable postwar increase in the employment of married women will be intensified by the eventual decline of the American birth rate, the earlier completion of child-rearing, and the decreasing work week. However, automation will require renewed attention to professional education for women, especially "continuing" education following the child-rearing period. Maternal employment is producing a more symmetrical family structure with greater equality between husbands and wives and between sons and daughters. Short-run effects frequently differ for sons vs. daughters, the masculine side of the family appearing demoralized as a result of the father's relative loss of status. (Journal)

46. Blood, R. & Hamblin, R. The effect of the wife's employment on the family power structure. Social Forces, 1958, 36, 347-352.

The authors tested the hypothesis that the traditionally "husband-dominated" family becomes more egalitarian with the employment of the wife, due to her increased economic power. Matched samples of 160 couples with working and non-working wives were used in an ex post facto design. Working wives and their husbands were found to have become more egalitarian in their authority expectations for marriage while the reverse was true for non-working wives. Husbands of working wives did proportionally more housework than husbands of non-working wives. Power in the family, measured by percentage of suggestions adopted, was not significantly different for the two groups of wives. The authors suggest that while wives' employment tends to lead to more egalitarian marriages, it is not due to increased economic power.

47. Booth, A. Wife's employment and husband's stress: A replication and refutation. Journal of Marriage and the Family, 1977, 39, 645-650.

A study which showed that husbands of employed women were in poorer health and less contented with their marriage than men whose spouses were not in the labor force was replicated. Improvements in sampling, measurement and analysis procedures were incorporated into the restudy. Husbands of employed women evidenced no more signs of marital discord and stress than did the spouses of housewives. (Journal)

48. Booth, A. Does wives' employment cause stress for husbands? Family Coordinator, 1979, 28, 445-449.

A study showing husbands of employed women to be in poorer health and less contented with their marriage than men whose spouses were not in the labor force was replicated, with improved procedures. Husbands of employed women showed no more signs of marital discord and stress than the spouses of housewives. Husbands may, however, experience temporary stress as their wives undergo the transition from unemployed to employed. (Journal)

49. Booth, A. & Duvall, D. Sex roles and the link between fertility and employment. Sex Roles, 1981, 7, 847-856.

Using a sample of Toronto women, we reexamine the relationship between employment and fertility with the aim of clarifying whether employment status is negatively related to the birth rate only among certain categories of women as defined by sex roles. Especially noteworthy is the finding that employed wives who rate their performance as a spouse and mother as "better than most" have a birth rate which is as high as that for women who are not in the labor force. (Journal)

50. Booth, A. & Edwards, J. M. Fathers: The invisible parent. Sex Roles, 1980, 6, 445-456.

Viewing the family as a system of interdependent roles has frequently led to the assumption that fathers, in comparison with mothers, play highly restricted roles vis-a-vis their children. Much of the literature on fathers, in point of fact, stresses their absence, their disinterest, and lack of competence in child care. Reported here are findings from a sample of 231 families which suggest that this conception of fatherhood does an injustice to the empirical case. The evidence indicates that when the amount of time available to spend with children is considered, the father's involvement with his children is equal to that of the mother's. Under certain conditions, in fact, father-child involvement exceeds the child-related activities performed by mothers. (Journal)

51. Boss, P. G., Boss, P. B., McCubbin, H. I., & Lester, G. The corporate executive wife's coping pattern in response to routine husband-father absence. Family Process, 1979, 18, 79-85.

The routine absence of corporate executive husband/fathers in intact families is a variation of father absence. Though not prolonged, frequent exits and reentries may stress the family system. To determine how nonclinical family members deal with routine father absence, a coping inventory was administered to 66 corporate wives. Factor analysis revealed wives coped with the stress of routine father absence by (a) fitting into the corporate lifestyle; (b) developing self; and (c) establishing independence. Though a pilot study, findings offer empirical support for a premise more traditionally accepted by family therapists than by family sociologists: Individual psychological variables need to be considered along with systems variables in the development of family stress theory. (Journal)

52. Bradburn, N. M. & Caplowitz, D. Reports on happiness. Chicago: Aldine, 1965.

This book reports one of the first major efforts to study subjective well-being (or the perceived quality of life). The study reported here concerns the correlates of reported happiness. Entire chapters are devoted to work factors and to family factors related to different indicators of happiness. Also included are some analyses examining the combined effects of work and family factors on happiness. Bradburn's two factor theory of happiness is based in large part on the results of this study. This theory proposes that different variables determine happiness (positive affect) and unhappiness (negative affect).

53. Brett, J. M. The effect of job transfer on employees and their families. In C. L. Cooper and R. Payne (Eds.), Current concerns in occupational stress. London: Wiley, 1980.

This chapter reviews the myths (folklore) and empirical facts concerning the effects of relocation on physical and mental health. She considers the impact of relocation on children and spouse as well as on the relocated worker. A conceptual model of relocation and stress is presented. Specific hypotheses are derived from this model and compared with the empirical findings. Future research on the stress associated with relocation could benefit greatly from both the literature review and the conceptual model presented by Brett.

54. Bruce, C. J. The effect of young children on female labor force participation rates: An exploratory study. Canadian Journal of Sociology, 1978, 3, 431-441.

In this study we test two hypotheses which have been designed to explain why the probability that a woman will enter the labor force increases significantly when her youngest child reaches school age. The first, which we refer to as the "maternal care" hypothesis, assumes that women feel a special responsibility to provide personal care for their pre-school children. The second, the "cost-of-care" hypothesis, assumes that the mothers of pre-school children are discouraged from working by the high costs of child care. (Journal)

55. Bryson, J. B. & Bryson, R. Salary and job performance differences in dual career couples. In F. Pepetone-Rockwell (Ed.), Dual career couples. Beverly Hills, Calif.: Sage, 1980.

This article reviews research concerned with the job performance, job satisfaction, and salary of husband and wife members of dual-career couples. The results of such research portray quite a negative picture for the female member of such couples. The female members of these couples earn less than their husbands or similarly qualified unmarried women. Female members of dual career couples also tend to be less satisfied with their jobs than their single female counterparts even though they are no less productive. Marital and organizational factors leading to the disadvantaged position of the dual-career female are identified and discussed. Much of this article is based on the Brysons' own studies of dual-career academic psychologists and these conclusions may not be warranted for other professions.

56. Bryson, R. Bryson, J. & Johnson, M. F. Family size, satisfaction and productivity in dual career couples. Psychology of Women Quarterly, 1978, 3, 67-77.

Responses by 196 couples—in which both spouses were members of the American Psychological Association—to a series of questions regarding domestic satisfaction, job satisfaction, and productivity were examined as a function of years since final degree and number of children in the family. There were consistent differences between the sexes in responses to these questions, indicating that wives were less satisfied and less productive than husbands in these couples. However, prior differences between groups in age, years since final degree, and rate of full-time employment disallowed any meaningful interpretations of these differences. Family size was found to influence satisfaction with time available for domestic activities, job, and avocations. Significant interactions indicated that these effects were more severe for the wife than for the husband, indicating that wives in dual-career couples bear a disproportionate share of the burden for child care. Influences of family size on satisfaction with rate of advancement and freedom to set long-term career goals were also noted. (Journal)

57. Buehler, C. A. & Hogan, M. J. Managerial behavior and stress in families headed by divorced women: A proposed framework. Family Relations, 1980, 29, 525-532.

Female-headed families are vulnerable to high levels of stress following divorce. A framework is proposed which conceptually links economic stressors and family management patterns. Ecosystem and management perspectives are offered as an integrated framework. Implications given for public policy and educational programming aimed at stress reduction and improved management in families headed by divorced women are based on this framework. (Journal)

58. Burgess, J. The single-parent family: A social and sociological problem. Family Coordinator, 1970, 19, 137-144.

This paper represents a new strategy for considering the single parent family which places primary emphasis on "marital roles" rather than the traditional emphasis on "parental roles" usually found. Consideration of the significantly unique problems facing single parents and possible solutions have been secured through a perusal of the literature and direct involvement with the single-parent family phenomenon. (Journal)

59. Buric, O. & Zecevic, . Family authority, marital satisfaction and the social network in Yugoslavia. Journal of Marriage and the Family, 1967, 29, 325-336.

The results obtained by the comparative researches into family authority and satisfaction with marriage, carried out in the U.S.A., France, Greece, and Yugoslavia, have been analysed in this study. Only variations of tendencies in family authority and marital satisfaction regarding these four countries—not their absolute extents—have been compared. The data have shown that similar tendencies exist with regard to authority in Greece and Yugoslavia. The higher the social position of the husband, the lower his traditional authority in the family. The inverse is the case in France and the U.S.A.; i.e., the higher social position of husband, the higher his authority in the family. As regards the satisfaction with marriage, the tendencies in Yugoslavia differ considerably from the ones in other countries. The higher the husband's education, the lower the wife's satisfaction with marriage. The further analysis has shown that this phenomenon is considerably negatively affected by the wife's employment, education, and her family ideology. (Journal)

60. Burke, R. J. & Weir, T. The husband-wife relationship: How significant in career and life success? The Business Quarterly, 1975, 40, 62-67.

Prior research has indicated that married couples who have an effective helping relationship are less likely to have intense job and life pressures translated into poorer mental and physical health. A major issue for individual members of organizations is how to cope with and manage these stresses and pressures. This study investigated the utilization of informal relationships to people in both the home and work environment for minimizing or resolving their stresses and tensions. The couples who had effective helping relationships exhibited greater self-disclosure, trust, mutual reliance, and a greater confidence. In contrast, the kinds of informal helping that occurred in work settings were inadequate compared with the role that one's spouse can play in promoting psychological and physical well-being.

61. Burke, R. J. & Weir, T. Relationship of wives' employment status to husband, wife and pair satisfaction and performance. Journal of Marriage and the Family, 1976, 38, 279-287.

One hundred and eighty-nine husband and wife pairs separately completed lengthy questionnaires examining such things as their satisfaction with life, marriage and job; experienced job and life pressures; mental and physical well-being; and communication with their spouses. Fifty-three of the wives (28 percent) were employed full or part time, making it possible to determine the effects of wives' employment status on individual and pair measures of satisfaction and performance. In general, working wives were more satisfied and performed more effectively than nonworking wives; conversely, husbands of working wives were less satisfied and performed less effectively than husbands of nonworking wives. Some reasons for the greater stress of the husbands in their adjustment to the two-career family situation are offered. (Journal)

62. Burke, R. J. & Weir, T. Some personality differences between members of one-career and two-career families. Journal of Marriage and the Family, 1976, 38, 453-460.

Personality characteristics of husbands and wives were examined in two contexts: (1) traditional families, in which the husband was employed and the wife was a homemaker; and (2) two-career families, in which both members were employed. All respondents completed Schutz's FIRO-B, which consists of six scales: expressed and wanted behavior in areas of inclusion, control and affection. Working wives scored significantly lower on five of the six scales than did housewives. Husbands of working wives also scored significantly lower on four of the six scales than did husbands of homemakers. Thus, members of two-career families had significantly lower needs for social interchange in the areas of affection, inclusion and control. A measure of preferences for taking an active or passive position in relating to others showed housewives to be more passive than employed wives, but husbands of housewives to be more active than husbands of employed wives, confirming stereotyped notions of the dominant male role in single-career families. (Journal)

63. Burke, R. J. & Weir, T. Marital helping relationships: The moderators between stress and well-being. The Journal of Psychology, 1977, 95, 121-130.

This study tests the hypothesis that the marital helping relationship acts as a moderator between the stress experienced by the marital partners and their resultant well-being. Ss were 189 husband-wife pairs. Each individual provided information about his or her life and job stress; satisfaction with spouse's helping efforts; satisfaction with job, marriage, and life; and mental and physical well-being. Measures of well-being were positively related to satisfaction with spouse's help and negatively related to amount of experienced stress. Satisfaction with spouse's help remained significantly related to the measures of well-being controlling for levels of experienced stress. Thus it was concluded that the husband-wife helping relationship is an important moderator between experienced stress and individual well-being. (Journal)

64. Burke, R. J. & Weir, T. Coping with the stress of managerial occupations. In C. L. Cooper and R. Payne (Eds.), Current concerns in occupational stress. New York: Wiley, 1980.

The authors present a general conceptual model for considering the sources of stress in managerial work and alternative modes of coping with stress. One table included in this chapter lists 40 different coping strategies identified in the managerial stress literature. Difficulty in managing the balance of work life and family life is one of the areas of managerial stress considered in their analysis. Also reviewed is research evaluating the effectiveness of stress management programs, including some that are devoted exclusively to work-family stresses involving relocation and travel.

65. Burke, R., Weir, T. & DuWors, R. Type A behavior of administrators and wives' reports of marital satisfaction and well-being. Journal of Applied Psychology, 1979, 64, 57-65.

Self-reported Type A behavior of 85 top level administrators of correctional institutions was correlated to their spouses' reported marital satisfaction, emotional well-being, and health-related behaviors. In general, higher levels of Type A behavior of job incumbents was associated with less marital satisfaction and poorer well-being of spouses. This effect was most pronounced on dependent variables related to the husband-wife relationship and to home and family functioning. Several potential explanations for these findings are considered. (Journal)

66. Burke, R. J., Weir, T. & DuWors, R. E., Jr. Work demands on administrators and spouse well-being. Human Relations, 1980, 33, 253-278.

This field study investigated the relationship of work demands experienced by 85 male senior administrators of correctional institutions and the well-being of their spouses. Data were collected by means of questionnaires completed independently by the husbands and their wives. The results indicated that wives whose husbands reported greater occupational demands reported (1) less marital and life satisfaction, (2) decreased social participation, and (3) increased psychosomatic symptoms and negative feeling states. In no case was wives' well-being enhanced as a function of increased occupational demands on husbands. Job demands thus had an influence beyond the workplace and into the lives of their spouses. The interaction between work and nonwork experiences for the quality of individual's lives and the interdependence of husband and wife in this regard require further consideration. (Journal)

67. Campbell, A. The sense of well-being in America: Recent patterns and trends. New York: McGraw-Hill, 1981.

This book is deliberately non-technical and informal in style. It reviews the results from several major surveys examining the perceived quality of life in America (i.e. the sense of well-being). Both work and family are considered as important separate domains of life. Factors associated with a sense of well-being in each of these domains is examined. Overall well-being is also examined in terms of its relationship to variables within the family and within the work domains of life. Less often, combinations of work and family variables are examined in terms of their joint effects on overall well-being or well-being within either of these two domains. The chapter on working women, however, includes several analyses of this type.

68. Campbell, A., Converse, P. E. & Rodgers, W. The quality of American life: Perceptions, evaluations, and satisfactions. New York: Russell Sage Foundation, 1976.

This book reports results from a national probability survey concerned with the perceived quality of life. The history of the social indicators movement and alternative efforts to measure the quality of life are reviewed. The conceptual model of quality of life guiding this study is presented in light of previous theory. The empirical results focus primarily on the relationship between overall life satisfaction and satisfaction with specific domains of life (e.g., work, family, leisure), and upon the correlates of satisfaction within particular domains or overall life satisfaction. Separate chapters are devoted exclusively to family and to work. In addition, certain analyses consider combinations of work and family variables as they relate to different indicators of well-being. The objectives and content of this book is similar in many regards to Andrews and Withey's Social Indicators of Well-Being.

69. Caplovitz, D. Making ends meet: How families cope with inflation and recession. Beverly Hills, Calif.: Sage, 1979.

This book considers the effects of inflation and recession on mental health and family functioning. While inflation and recession are not work variables per se, they are related to the availability and value of economic returns resulting from work. Hence, this analysis provides some insight into the interrelationships among work, family, and psychological well-being.

70. Carlson, B. E. Preschoolers' sex-role identity, father-role perceptions, and paternal family participation. Journal of Family Issues, 1981, 2, 238-255.

An exploratory study was conducted to investigate the relationships between three patterns of family role performance and (1) preschool-aged boys' sex-role preferences and (2) preschool-aged boys' and girls' perceptions of the father role. Three groups of 20 families were interviewed in their homes regarding division of labor and satisfaction with parent and work roles. These groups varied according to maternal employment status and extent of paternal responsibility for child care (either minimal or approximately equal to that of the mother). Children were tested for their intelligence, sex-role preferences, and perceptions of parent roles. Support was found for an inverse relationship between paternal participation in both child care and housework and children's functional stereotypes of the father role. In addition, paternal housework was found to be inversely related to sons' masculinity, whereas paternal influence in family decision making and sons' masculinity were unrelated. It was concluded that actual parental behaviors are not the sole source of influence on the development of children's sex-role preferences and perceptions of the father role. (Journal)

71. Carruth, E. Some executive wives are executives too. Fortune, 1973, 88, 114-119.

Criticism of volunteer work as degrading has spurred a more professional approach to unpaid employment. Sketches of several wives of high level executives who hold executive-type positions in voluntary organizations are provided, with an emphasis on the managerial and entrepreneurial skills utilized in these positions.

72. Carter, R. The myth of increasing nonwork vs. work activities. Social Problems, 1970-1971, 18, 52-66.

The promised decrease of the average workweek below the present 40 hours is a myth. Three recent trends in the labor force are examined in terms of their impact on an expected increase in overtime and dual-jobholding rates: (1) changes in management philosophy and practice toward more job enrichment, (2) the increased participation of females, and (3) the increasing proportion of the labor force employed in the relatively inefficient service occupations. The author predicts a future increase in overtime among select occupations and a general rise in dual-job-holding families. In short, for those who are able to work and choose to do so, they will probably choose more of it. Moreover, the next major historical era that will substantially alter the distribution of work and non-work activities will probably consist of "counter-work cultures" that will seek to legitimize a new series of alternative value systems for the use of human time. (Journal)

73. Centers, R. Marital selection and occupational strata. American Journal of Sociology, 1949, 54, 530-535.

An analysis of prevailing marriages of various occupational strata is presented by cross-section survey methods. The data are viewed from the position of the male, of the female, and of the parent, with the findings in each case tending to confirm prior studies in showing a substantial amount of occupational endogamy. Marriage within the person's own or a contiguous stratum is highly typical. More high level persons marry down than up; more lower-level persons marry up than down. (Journal)

74. Chaskel, R. Effect of mobility on family life. Social Work, 1964, 9, 83-91.

A new and dynamic approach is indicated to the existence of mobility on the American scene. Less emotion and more intelligence are needed to obviate the deviousness that so often excludes the newcomer and makes him feel standoffish. An interdependent society such as ours should foster individualism, but it can ill afford islands of isolation. Human beings, when thwarted in their need to belong and therefore unable to carry a meaningful role in the community, in being themselves damaged, damage society as well. Even the strongest family cannot withstand such hurt without some adverse effect. Individualized services will continue to be needed by those individuals and families whose inner organization is disturbed. The primary road, however, in the fight for the prevention of unhealthy by-products of mobility leads in the direction of the establishment of sound public policy. (Journal)

75. Cherlin, A. Postponing marriage: The influence of young women's work expectations. Journal of Marriage and Family, 1980, 42, 355-365.

This paper investigates the determinants of one component of the recent changes in family life: the postponement of marriage among women in their early twenties. Single women in a national longitudinal study who planned to be housewives at age 35—as opposed to those who planned to be working outside the home—were more likely to marry in the near future. But, between 1969 and 1975, the proportion of single women who planned to be housewives decreased sharply. Evidence is presented which suggests that the change in future work plans may have reduced the chances that a woman in her early twenties would marry in the next few years. The implications of these and other findings for the study of the transition to marriage are discussed. (Journal)

76. Cherry, F. F. & Eaton, E. L. Physical and cognitive development in children of low-income mothers working in the child's early years. Child Development, 1977, 48, 158-166.

Children of 200 low-income families were studied as to possible deleterious outcomes due to maternal employment in the child's first 3 years of life. In an 8-year follow-up, children of workers and nonworkers were compared as to weights and measures, IQ, reading, arithmetic and spelling achievement, and ITPA. Children of workers performed as well as nonworkers. Associations with maternal age, education, parity, subsequent fertility, per capita income, crowding index, household size, adult/child ratio, and presence of the husband were also examined as to maternal work status and the outcome variables. When controlled for maternal variables, 30 differences in outcomes were found, 27 of which favored children of workers. This study indicated there are certain advantages to children and families with limitation of procreation. (Journal)

77. Clark, R. A., Nye, F. I. & Gecas, V. Work involvement and marital role performance. Journal of Marriage and the Family, 1978, 40, 9-21.

It is widely assumed that the more time husbands spend in work, the less fully and competently they perform marital roles. Multivariate analysis of survey data from a sample of 390 Seattle couples questions this assumption. Husbands' work time did not significantly decrease their participation in the housekeeper and therapeutic roles, nor their competence in the housekeeper, therapeutic, sexual, and recreation roles. Only husbands' sharing of the recreation role was significantly reduced by their work time. It is suggested that the effects of husbands' work time on marital role performance depend upon the role priorities and expectations of husbands and wives. (Journal)

78. Coburn, D. & Edwards, V. L. Job control and child-rearing values. Canadian Review of Sociology and Anthropology, 1976, 13, 337-344.

The relationship between the degree of job control experienced and the extent to which the individual values self-control versus conformity or obedience in boys is examined among a sample of Canadian working men in Victoria. It is found that, while the higher the job control the more likely the valuation of self-control and independence, as has been found previously, nevertheless relationships are weak. The correlations are, however, substantially higher among older, upwardly mobile men than in the sample as a whole. Various explanations are offered for this finding. (Journal)

79. Cochran, M. M. & Bronfenbrenner, U. Child rearing, parenthood, and the world of work. In C. Kerr and J. Roscow (Eds.), Work in America: The decade ahead. New York: Van Nostrand Reinhold, 1979.

This chapter reviews empirical research and policy implications for a broad range of specific issues falling within the general domain of work and family. Included are the following issues: child and spouse abuse, maternal employment, employer programs helpful to parents, the historic academic separation of studies of work and studies of families, political methods for initiating change in family policy, unemployment, single parents, daycare, effects of paternal job attributes on children and spouse, and potential benefits of family-oriented policies and programs for employing organizations. This wide ranging discussion identifies many important references.

80. Cohen, A. R. & Kanter, R. M. The impact of public and private institutional policies on families: The workplace. Paper prepared for the 1980 White House Conference on Families Research Conference, Washington, D. C., April 1980.

This review of research was prepared as a background document for the 1980 White House Conference on Families. It considers only the effect of work on family; not considered is the opposite causal effects of family on work. The tone of this article is very pragmatic and down-to-earth; it speaks clearly to the business community. Among the major issues addressed are: time and timing of work, work-required travel, the rewards (social and material) provided by work, family violence, personal meaning of job-provided resources such as money and social prestige, and the degree of absorption of jobs. Throughout the review there is an emphasis on the cultural context in which both family and work activities occur. Certain family programs, such as those associated with shift work or stigmatized workers arise because the work puts the family "out of phase" with the rest of society.

81. Collver, O. A. Women's work participation and fertility in metropolitan areas. Demography, 1968, 5, 55-60.

This report examines the hypothesis that a high rate of participation of women in the labor force tends to reduce birth rates in a community. Among metropolitan areas in eight countries about 1950 the proportion of women working was negatively correlated with the child-woman ratio. This relationship held even when the percentage of women married was controlled by partial correlation. Among metropolitan areas of the United States in 1960, women's work participation was negatively associated with various measures of fertility. This was true for eight categories of women grouped by color and age. Further, communities with high levels of female employment tended to have both low proportions of married women and low marital fertility. On the whole, the correlations for nonwhites were lower than those for whites and fell into a somewhat different pattern. The evidence examined is consistent with the hypothesis, but the nature of the causal connection between work participation and fertility is not directly demonstrated. (Journal)

82. Corfman, E. Families today—A research sampler on families and children.
Washington, D. C.: Government Printing Office, 1979.

This two volume set summarizes family research sponsored by the National Institute of Mental Health. NIMH has sponsored a great deal of research in this general area, some of it quite basic in nature, while some projects are quite applied. Much of the applied work involves evaluations of intervention programs designed to improve family functioning. Several of the chapters in these books are directly concerned with work and family. Several other chapters have indirect relevance. Also provided is a good general discussion of family policy in America. The range of issues considered is extremely broad, including, for example: child and spouse abuse, runaways, Native American families living off the reservation, families with ill children, etc. This is an edited book with each chapter prepared by separate authors.

83. Corwin, P. A. An exploratory study of stress in marital relationships and life style of missile launch officers. Journal of Social Psychology, 1980, 111, 237-242.

United States missile launch officers are continually exposed to psychological stress in the course of their jobs. They must be prepared to act quickly and accurately in all complicated areas of their responsibility, they must be trained continually; yet the nature of their job dictates that they never use these skills to launch the potentially destructive missiles. To test the hypothesis that, this psychological stress, coupled with unusual work circumstances, creates subsequent problems within the marital and family relationships, a multiple choice questionnaire was sent to 250 wives of junior officers (those with rank of second lieutenant, first lieutenant, and captain), to measure stress and levels of satisfaction and dissatisfaction in daily relationships within the missile launch officer's family group. The hypothesis was substantiated. Missile launch officers' wives perceived more stress in their marriages and life style than did wives of other officers whose jobs were more regularly scheduled and consisted of fewer unusual working conditions. It was found that the most dissatisfied group of individuals were missile launch officers' wives who were married less than three years, were college graduates, were not working, and whose husbands were not career officers. (Journal)

84. Cramer, J. Employment trends of young mothers and the opportunity cost of babies in the United States. Demography, 1979, 16, 177-197.

The central concept of microeconomic theories of fertility is opportunity cost—the product of wife's employment lost due to childbearing and the value of her employment. This paper presents a model for analyzing opportunity cost using panel data. The average loss of employment attributable to a second- or higher-order birth, calculated at around age 2, is over 400 hours per year. This time cost represents an income loss of about \$1050 in 1969 dollars. Time cost is independent of such demographic factors as birth order and age of oldest sibling. Neither does time cost depend on husband's wage rate or wife's education or potential wage rate. This indicates that many microeconomic models of fertility have been seriously misspecified. The paper also compares results from static and dynamic models, explores possible problems due to simultaneity bias, investigates the relationship between changes in employment (including time cost) and initial employment level, and identifies the difficulties of theorizing about opportunity cost. (Journal)

85. Cramer, J. C. Fertility and female employment: Problems of causal direction. American Sociological Review, 1980, 45, 167-190.

Seemingly contradictory results have been reported recently on the causal relationship between fertility and female employment. Data from the Panel Study of Income Dynamics are used to investigate four possible explanations of the contradictions: (1) multicollinearity in nonrecursive models; (2) misspecification of models; (3) discrepancies between attitudes or intentions and behavior; and (4) differences between static and dynamic models. All four explanations are pertinent to the controversy. It is found that the dominant effects are from fertility to employment in the short run and from employment to fertility in the long run. Multicollinearity often is a serious problem in nonrecursive models. Dynamic models are much more informative than static models. Plans generally seem to be consequences more than determinants of behavior. Results (sometimes) depend upon how variables are measured, upon what time intervals are used, and upon aggregate trends and cycles and historical circumstances. Other substantive findings and general methodological issues are discussed briefly. (Journal)

86. Culbert, S. A. & Renshaw, J. R. Coping with the stresses of travel as an opportunity for improving the quality of work and family life. Family Process, 1972, 11, 321-337.

The relationship between the working lives and family lives of people in our society is little explored. This article describes a case in which heavy business travel created problems both for the industrial organization and the families of the employees involved. To cope with the problem, the family perspective was brought into the organization by means of a husband-wife workshop. The workshop used structure to fit privacy norms of industry, to help couples explore aspects of their relationships that determined their individual and joint response to organizational and family stress, and to develop collaborative resources for coping with those stresses. The benefits to the families and the organization went beyond coping with the stresses of business travel and extended to other important aspects of both business and family life. (Journal)

87. Cutright, P. Income and family events: Getting married. Journal of Marriage and the Family, 1970, 32, 628-637.

This paper presents a test of a model that takes male income as a dependent variable. Measures of class background, educational and occupational achievement explain only 22 percent of variability among white male income, and even less among nonwhite men. We conclude that using education, occupation, or both as proxy measures for male income is unsatisfactory. Further, the causal order of these "status" variables has clear implications for the study of family events. An examination of data measuring the propensity to marry indicates that neither educational attainment nor occupational status is useful in accounting for differences in the percent of men who remain single. Controlling age, male marriage rates are closely related to income at the time of the marriage. These findings hold for both white and nonwhite men. (Journal)

88. Cutright, P. Income and family events: Marital stability. Journal of Marriage and the Family, 1971, 33, 291-306.

This paper discusses some implications for the study of marital stability of a causal model in which education and occupation are seen as causes of income. Proper time order then places marital stability events after all three of these measures of social class. The class variable closest to instability is income. Therefore, assessment of the direct effects of education or occupation on marital stability must first remove the effects of income. Data from the 1960 Census using the percent of ever-married males living with the first spouse as a measure of marital stability are subjected to multivariate analysis. Little positive effect of education or occupation is found when the effects of income on stability are removed. Two alternative models which might explain how income acts to alter the risks of marital stability are discussed. A second measure of marriage behavior among ever-married males is analyzed. This study allows a reexamination of inferences that are often drawn regarding alleged white and nonwhite differences in attitudes toward marriage. An explanation of white and nonwhite differences in stability of first marriages is advanced. The possibility that income maintenance programs might increase marital stability is examined. (Journal)

89. Darian, J. Convenience of work and the job constraint of children. Demography, 1975, 12, 245-258.

This paper investigates whether convenient working conditions reduce the constraint of children on married women working. It is assumed that convenient working conditions are most important for women with heavy child-care responsibilities. Therefore, differentials in participation rates, by presence and age of children, are expected to be less pronounced in those occupations where a high proportion of jobs have convenient working conditions. Data are selected from the 1960 1/1000 Public Use Sample of the United States population. Those studied comprise white married women living with their husbands. The paper involves a comparison of differential participation rates of women by presence of children, between occupations grouped according to measures of convenience, using a multivariate analysis. The results indicate that differentials are least pronounced in those occupational groupings which have the highest percentage of convenience factors. (Journal)

90. Darley, S. Big-time careers for the little woman: A dual-role dilemma. Journal of Social Issues, 1976, 32, 85-98.

An explanation is presented for differential career achievement in women and men. The analysis proposed is based on social psychological theories, such as role theory and social comparison and attribution theory, rather than on the genetic or personality theories which have been advanced in the past. The paper focuses on the situational factors which operate on women to shape their domestic and professional choices and behavior. These factors are analyzed from the perspectives of traditional housewives and mothers; career women; and women who attempt to combine the responsibilities of housewife, mother, and professional. (Journal)

91. deBoer, C. The polls: Women at work. Public Opinion Quarterly, 1977, 41, 268-277.

Results of several recent national and international opinion polls on working women and the position of women in society are presented. These polls indicate that while the role of women is changing, women are still not considered equal to men in the labor market. Women are motivated to work primarily by financial considerations, however the desire to escape the housewife role plays a part. Despite generally positive attitudes toward working women, opinions change when young children are involved. Working women also cited neglect of children as a prime disadvantage of working and expressed reluctance for full-time employment when they had children.

92. DeFrain, J. Androgynous parents tell who they are and what they need. The Family Coordinator, 1979, 28, 237-243.

A survey of androgynous parents, by definition those who share child care and job-career responsibilities relatively equally, delineates social and psychological characteristics of the group and discusses societal changes necessary to support them in their role-sharing. (Journal)

93. Dallas, M., Gaier, E. L., & Emihovich, C. A. Maternal employment and selected behaviors and attitudes of preadolescents and adolescents. Adolescence, 1979, 14, 579-589.

Investigation of the relationship between maternal employment and behaviors and attitudes (encompassing parental relationships; personal problems, educational/career aspirations; future life; sex role ideology) of preadolescents and adolescents indicated significant differences only for preadolescents regarding sex role ideology. Working mother children more frequently favored the working mother idea. Also, working mother daughters, compared with sons, more frequently supported this notion, as did working mother children of managerial and working class, but not professional class families. Results suggest full-time maternal employment has few effects on behaviors and attitudes of school-age children from intact families, these effects diminishing along the developmental continuum. (Journal)

94. Dill, D., Feld, E., Martin, J., Beukema, S. & Belle, D. The impact of the environment on the coping efforts of low-income mothers. Family Relations, 1980, 29, 503-509.

Interviews were conducted with 43 low-income mothers concerning the ways they found to maintain their well-being while living under highly-stressful conditions. This paper discusses the environmental impact at four points of the coping process. Frequent and severe threats to the individual's well-being, differing life contexts upon which threats impinge, limited options for addressing a problem, and lack of environmental response complicate the individual's coping efforts. Case material is presented and its theoretical relevance discussed. (Journal)

95. Dooley, D. & Catalano, R. Economic change as a cause of behavioral disorder. Psychological Bulletin, 1980, 87, 450-468.

This review article is not concerned directly with the issue of work and family. Rather, its more general focus is on the relationship between conditions of the economy and the prevalence of various behavioral disorders. There is, however, some indirect relevance of this line of research to work and family. The availability and conditions of work are, in part, determined by general economic conditions. Furthermore, behavioral disorders can obviously impact on the families of people suffering from the disorder. While there are methodological difficulties with much of this research, the general pattern of empirical results shows that the incidence of behavioral disorders increases as economic conditions worsen. Loss of employment is the economic indicator used in studies adopting an individual unit of analysis. Among the behavioral indicators are measures of mental hospital admissions, suicides, psychiatric disorders, family tension, and life satisfaction. Research showing that social support can help the individual cope with economic problems is reviewed.

96. Douvan, E. & Pleck, J. Separation as support. In R. Rapoport & R. Rapoport (Eds.), Working couples. New York: Harper, 1978.

The topic of dual-career couples who establish separate residences to pursue their separate careers is examined by means of three case studies. In each case, the marital relationship and the individual partners benefited rather than deteriorated as a result of this arrangement. The discussion contrasts these commuting couples with occupations that require travel and thereby create separation (e.g., military, truck drivers, salesmen).

97. Ducker, D. G. The effect of two sources of role strain on women physicians. Sex Roles, 1980, 6, 549-560.

Interviews were conducted with 93 women physicians in four medical specialties selected to represent the combinations of the two main sources of strain to be investigated: believed unsuitability of a field for women and specialty time demands. Using path analysis, neither of these two variables was found to have the expected results on the behavior and feelings of women physicians. An alternative interpretation was suggested, emphasizing the need to take a longitudinal approach and to look at degree of commitment to family and/or career rather than mere time allocation. (Journal)

98. Duncan, B. & Duncan, O. D. Family stability and occupational success. Social Problems, 1969, 16, 273-285.

The effects of family stability in the parental generation, as indexed by the presence of both parents in the childhood home, on the marital and occupational statuses of American adult males in 1962 are measured for Negro and non-Negro men, respectively. The experience of growing up in an intact family does not increase the probability that a man will be found living with his wife in adulthood, but it increases the probability that he will be pursuing an occupation that ranks relatively high in the socioeconomic structure. Men raised in intact families not only have superior job qualifications, but also translate their educational attainment into occupational achievement more efficiently than do men of the same race who grew up in families headed by females. (Journal)

99. Duncan, R. P. & Perrucci, C. C. Dual occupation families and migration. American Sociological Review, 1976, 41, 252-261.

This study examines effects of various circumstances of dual occupational participation on the interstate migration of a national sample of college graduates. The higher the husband's occupational prestige, the greater the demands to migrate emanating from his occupation and the greater the opportunities for employment in his field elsewhere in the country, the greater the probability of familial migration. The relative "fullness" of the wife's work role, however, as measured by her occupational prestige or her relative contribution to the total family income, and opportunities for employment in her field elsewhere in the country do not affect migration probability. The reverse question of the impact of migration on the wife's occupational participation is briefly examined. Interstate movement appears to facilitate employment for some wives who were unemployed prior to migration, but to hamper continued employment among wives employed before such a move. (Journal)

100. Dunham, R. B. Shiftwork: A review and theoretical analysis. Academy of Management Review, 1977, 2, 624-634.

A review of research on worker responses to shift work emphasizes identification of workers' problems. Theoretical analysis suggests that many shift-related problems are a function of lack of community orientation toward shift work schedules. (Journal)

101. Durand, J. D. Married women in the labor force. American Journal of Sociology, 1946, 52, 217-254.

The proportion of married women working for pay has been increasing in the United States for more than half a century. This trend is related to the secular decline of the birth rate, but other factors have been chiefly responsible for declining fertility. The proportion of married women in the labor force is likely to increase still more. One consequence will probably be a depressing of the birth rate, but the fertility trend will be governed chiefly by other developments. Public policy regarding the employment of married women, if any, should take into account the economic advantage of their employment, and should not be based solely on a consideration of the possible effect upon fertility. (Journal)

102. Dyer, W. G. A comparison of families of high and low job satisfaction. Marriage and Family Living, 1956, 18, 58-60.

Using a stratified random sample of 87 blue-collar and lower white-collar families from a midwestern college town, the author compared attitudes of family members whose father was satisfied with his job with families in which the father was less satisfied. Family members were interviewed and given questionnaires designed to assess direct and indirect job satisfaction. Families were classified as "satisfied" or "less satisfied" based on whether the father scored in the top or bottom one-third on a measure of job satisfaction. Chi-square analysis showed significant differences not only in fathers' responses but in mothers' and children's as well. Less satisfied fathers perceived their wives and children as being more dissatisfied than satisfied fathers, and were less likely to want their children to follow their line of work. Husbands', wives' and children's responses all indicated that father's job dissatisfaction has negative effects on family life.

103. Dyer, W. G. The interlocking of work and family social systems among lower occupational families. Social Forces, 1956, 34, 230-233.

This study examined the role of the worker in two social systems, work and family. It was hypothesized that the father's job satisfaction is influenced by his wife's and children's feelings about his job and that family members derive feelings of satisfaction about the father's job according to the perceptions they have of his job. 45 randomly selected blue collar families from a midwestern college town were interviewed and given questionnaires designed to assess satisfaction with the father's job. High correlations between father's job satisfaction and his perceptions of the family's feelings, and between his job satisfaction and their satisfaction supported the interlocking social systems hypothesis. Results also showed that lack of prestige was the major source of dissatisfaction and that the wife and children define the father's occupational role as it relates to the family as one of breadwinner as well as of intimate family member.

104. Elder, G. H. & Rockwell, R. C. Marital timing on women's life patterns. Journal of Family History, 1976, 1, 34-53.

Using a sample of women born between 1925 and 1929, this study examines the consequences of early (before 19), intermediate (19-22), and late (after 22) marriage on women's life patterns. Significant differences were found among the three groups with respect to socioeconomic status, cultural origins, social patterns, childbearing, work life and preferred life course (expressed in ideal timetables and family size). The study showed that low socioeconomic status was both a cause and a consequence of early marriage. Furthermore, these women were most likely to work outside the home between the births of children out of economic necessity. Late marriages were most likely to mean upward socioeconomic movement for women, who expanded their range of social opportunity through advanced education and employment. Preferred life timetables showed that all three groups considered intermediate marriage and its correlates to be the ideal. Since a limited sample was used, and external events are likely to have important influences on women's lifestyles, the authors suggest using similar methodology to study women born at different times.

105. Elliot, J. The GP obstetrician as husband and father. Australian Family Physician, 1979, 8, 523-525.

This subjective account, written by the wife of a gp obstetrician, discusses common strains inherent in such a marriage. The author suggests that the husband and wife should decide together whether he should enter obstetrics, that the wife should then accept the decision, and that the husband should appreciate his wife's acceptance. Since involvement in such an engrossing and fulfilling career as obstetrics often precludes awareness of family needs, she believes that the husband must consciously seek a balance between work and family life. Some coping strategies are offered, including setting some time aside each day for husband and wife to talk, arranging for a part-time doctor to cover some hours, and simply accepting the fact that the obstetrician cannot be present for every dinner.

106. Erickson, J. A. & Klein, G. Women's employment and changes in family structure. Sociology of Work and Occupation, 1981, 8, 5-23.

This article examines the impact on women's employment of the changing demographic structure of the family. Using log linear techniques and data from the 1960 and 1970 censuses, our findings modify earlier research and have implications for the future. Key findings include a decline in the effect of marital status on women's employment; no decline in the effect of child status; a more complicated relationship between race and employment status than previously realized; and clear evidence that rates are increasing not only because of changes in family structure, but because of changes in the employment patterns of successive cohorts of women. (Journal)

107. Estes, R. J. & Wilensky, H. L. Life cycle squeeze and the morale curve. Social Problems, 1978, 25, 277-292.

Morale is high when people know the ropes in a stable career context and are at a stage of the family life cycle where their resources and rewards balance their aspirations. For most modern workers that balance is least evident early and late in life, when morale sags, especially among solitary survivors or young couples with pre-school children. Empirical data reported here on the deviant case of professionals in a solid financial position, employed or unemployed, show more balance between rewards and aspirations over the life cycle but a modest loss of morale when children leave home. Unemployed professionals under severe financial pressure, however, fit the mass pattern; they are relieved when children leave. A great range of behavior and attitudes can be explained by use of the idea of "life cycle squeeze" and by attention to interlocking cycles of family life, work, consumption, social participation, and morale.

108. Etaugh, C. Effects of maternal employment on children: A review of recent research. Merrill-Palmer Quarterly, 1974, 20, 71-98.

This paper reviews both published and unpublished research of the last decade (1963-1972), and integrates these data with results of earlier studies. In addition, a number of methodological issues raised by previous reviewers are re-examined within the context of recent research efforts. The findings are grouped topically into the following categories: adjustment, school achievement and intelligence, activities, and perceptions and attitudes. Within the adjustment category, results are arranged according to the age of the child. (Journal)

109. Evans, P. A. L. & Bartolome, F. The relationship between professional life and private life. In C. B. Derr (Ed.), Work, family, and the career. New York: Praeger, 1980.

This chapter reports the results of detailed interviews with 44 European managers. Based on responses to a series of questions, respondents were classified as experiencing one or more of the following forms of the relationship between work life and family life: spillover, independence, compensation, conflict or instrumental. Spillover was the most common pattern. Many respondents experienced more than one pattern. Stages of work career, family development, and adult life span were identified as important determinants of work-family patterns. Job stress and job related tension were often reported as interfering with a rewarding family life. As a result of such factors, these people withdrew psychologically from the family and were passive/inert in family roles. Several hypotheses useful for future research are generated on the basis of these interviews.

110. Ever, P. A., Crimmins, E. & Oliver, R. An analysis of the relationship between husband's income, family size and wife's employment in the early stages of marriage. Journal of Marriage and Family, 1979, 41, 727-738.

Data from a panel study of a marriage cohort are used to investigate the causal dynamics underlying the negative relationship between wife's employment and family size. Path analysis is used to reveal the effects of husband's income, wife's education, wife's age at marriage, family size at different points in time, and wife's early employment on both family size and wife's employment in subsequent time intervals. The results indicate that during the early stages of marriage and family building the presence of young children consistently exerts a strong negative effect on wife's employment. While younger children decrease wife's employment, there is some evidence of a positive effect on her employment from larger numbers of older children. In contrast, the effects from wife's employment to her subsequent fertility are less consistent. Husband's income and income changes remain consistently negatively related to the probability that the wife works. Strong effects are not found from wife's early work experience to subsequent work and family size. (Journal)

111. Farkas, G. Education, wage rates and the division of labor between husband and wife. Journal of Marriage and the Family, 1976, 38, 473-483.

Compering hypotheses relating the division of labor between husband and wife to their absolute level of education, their relative level of education, and their relative wage rates are identified, and are combined in a fully specific model. This model is estimated from panel data and it is found that neither the absolute educational level (subcultural) hypothesis nor the relative wage rate (economic) hypothesis can be rejected, although the strongest net effects are due to the presence of children. Implications for the further study of family behavior are drawn. (Journal)

112. Farmer, H. S. & Bohn, M. J. Home-career conflict reduction and the level of career interest in women. Journal of Counseling Psychology, 1970, 17, 228-232.

The effect of home-career conflict on the level of women's vocational interests, as measured by the Strong Vocational Interest Blank for Women (SVIB-W), was investigated. Fifty working women, 25 married and 25 single, took the SVIB-W twice: first with standard instructions, and second with experimental home-career conflict reducing instructions. It was predicted that (a) scores of Career scales would increase and scores of Home scales would decrease after the experimental instructions and (b) that married/single status would not be a significant variable in the effect of home-career conflict reduction. Both hypotheses were substantiated ($p < .05$). It was concluded that the level of vocational interest in women, irrespective of their married/single status, would be raised if home-career conflict were reduced. (Journal)

113. Ferris, A. Commuting. In R. Rapoport and R. Rapoport (Eds.), Working couples. New York: Harper, 1978.

This chapter is based on interviews with 10 commuting couples, i.e., couples who maintain separate residences in order that both partners may pursue their own careers in separate geographic locations. Among the questions addressed in these interviews were the following: What sort of people are commuting couples? Why do they commute? What about child-raising—do the children suffer? How do others respond to their commuter marriage? What are the advantages and disadvantages of this life style? Although necessarily limited by the small and nonrepresentative sample involved, Ferris does provide some useful information relevant to these and related issues.

114. Faunce, W. A. & Dubin, R. Individual investments in working and living. In L. E. Davis and A. B. Cherns (Eds.), Quality of work life. (Vol. 1) New York: Free Press, 1975.

The purpose of this article is to present a theoretical model concerning the relationship between work and nonwork aspects of life. While nonwork is not limited to family life in this analysis, the family domain is clearly one of the most important areas of nonwork life. Faunce and Dubin bring concepts of spill-over and compensation to their model, adding to them an emphasis on the motivation properties of self concept and self esteem. Efforts to achieve or maintain high self esteem in one domain of life can be the result of either positive or negative experiences in another domain. The degree of self investment in a particular role is seen as a major variable in this model. The model is strongly influenced by social exchange concepts.

115. Faver, L. A. Women, careers, and family: Generational and life-cycle effects on achievement orientation. Journal of Family Issues, 1981, 4, 91-112.

Variance in the level and expression of achievement orientation is examined with a nonprobability sample of 1,120 women contacting a university affiliated Center for Continuing Education of Women. Levels of achievement orientation are stable, but career and family attainment values vary with age and life-cycle stage. Career values are more likely to be high among women who are young, single, or mothers of older children; family values are more likely to be high among women who are older, married, or mothers of preschoolers. Among young married mothers, the percentage of women with high career values sharply outweighs the percentage employed full-time, suggesting family life-cycle constraints on the expression of achievement orientation.

116. Feldberg, R. & Kohen, J. Family life in an anti-family setting: A critique of marriage and divorce. The Family Coordinator, 1976, 25, 151-159.

The high rates of divorce and remarriage indicate that many spouses are unhappy in their experience of family life, yet they continue to look to marriage for certain satisfactions. After examining the ideology of the family it is concluded that people are taught to meet their emotional needs within marriage: the desire for love, intimacy and a sense of social belonging motivate people to marry. The failure of family life is traced to its complex dependence on the capitalist corporate order and the particular sex-based division of labor that is a product of that order. Family members are faced with demands from external organizations which prevent them from responding to each other's personal needs; therefore, the family fails to provide the hoped-for satisfactions. This failure is interpreted by most people as a private problem and the spouses divorce and remarry in an attempt to find fulfillment in family life. Particular emphasis is given to the woman's special responsibility for the emotional life of her spouse and children.

117. Ferber, M. & Huber, J. Husbands, wives and careers. Journal of Marriage and the Family, 1979, 41, 315-325.

This research examines the extent to which spouse's level of education hinders or helps the careers of Ph.D. recipients. Using multiple regression to analyze data obtained from 1,053 persons who received their Ph.D.'s from 1958-1963 and 1967-1971, we found that having a Ph.D. spouse negatively affected wives' labor-force participation and husbands' offices held and articles published; there was no direct effect on earnings for either sex. For both husbands and wives, marriage to a highly educated spouse has at least some negative career effects. (Journal)

118. Ferree, M. M. Working class jobs: Housework and paid work as sources of satisfaction. Social Problems, 1976, 23, 431-441.

Although it is widely believed that housework is a preferred and generally satisfying occupation for most working-class women, in fact it can be shown that fulltime housewives are more dissatisfied and feel themselves to be worse off than women with jobs. Housework may not be felt to be menial or degrading, but it also does not lead to a sense of competence, social connectedness, or self-determination equal to that produced by paid employment. Financial need is an important reason why working-class women seek jobs, but it should not be seen as either excluding or trivializing the basic social and psychological needs which for many are not met in housework as a fulltime occupation.

119. Fine-Davis, M. Social psychological predictors of employment status of married women in Ireland. Journal of Marriage and the Family, 1979, 41, 145-158.

It was the purpose of the present study to investigate several sets of personality and attitudinal variables together, many of which had previously been studied in isolation, to assess their relationship to one clear-cut example of sex-role behavior--namely, labor-force participation on the part of married women--and to correct some of the methodological limitations cited by Hoffman (1974) as existing in some of the previous studies in this area. Two hundred and forty Irish married women, stratified by employment status, age, socioeconomic status and presence or absence of dependent children comprised the sample. The systematic variation of subject characteristics formed a $2 \times 2 \times 2 \times 2$ factorial design, which permitted the use of 4-way analysis of variance. In this way, the effects of employment status could be examined, while controlling for three other relevant characteristics. The ANOVAs demonstrated that employed and nonemployed married women differed significantly on a number of characteristics. These included attitudes toward the role and status of women, religiosity, expected family size, contraceptive use and perceived approval of important others regarding their actual or potential employment. These results provided an empirical basis for selection of predictor variables as input to a multiple regression analysis, with employment status as the criterion variable. Three variables: (1) perceived approval of important others (weighted by the importance of their views), (2) the respondent's own attitude to maternal employment, and (3) expected family size explained 25 percent of the variance in the dependent variable of employment status.

120. Fleisher, B. M. Mothers home time and the production of child quality. Demography, 1977, 14, 197-212.

This paper deals with the effect of mother's time spent out of the labor force, and presumably in the home, on the "production" of child quality, where child quality is measured by intelligence (IQ), level of schooling attained, and market earning power. The results indicate that mother's home time is most effective in producing (male) child quality for mothers who have attained relatively high levels of schooling. The results suggest that education programs which devote equal school resources to all (male) children do not necessarily provide equal educational opportunity and that the influence of family background on economic success is indirect, operating through home investments in children. (Journal)

121. Foster, M. A., Wallston, B. S. & Berger, M. Feminist orientation and job-seeking behavior among dual-career couples. Sex Roles, 1980, 6, 59-66.

This study examined the relationship between feminist orientation and job-seeking behavior in dual-career couples. Initial and final job-seeking decision rules were assessed, as well as choices to simulated incidents about joint job seeking. Feminist orientation was more pronounced in influencing simulated than actual job-seeking behavior. As employment possibilities in the simulations became increasingly constrained, the relationship between feminism and non-traditional behavior attenuated first among men, then among both sexes. In terms of actual behavior, feminist orientation in men, but not in women, was significantly related to the type of job-seeking strategy initially chosen. However, there was no significant relationship between feminist orientation and final job decision for either sex, probably because of situational constraints affecting the final decision. (Journal)

122. Franklin, J. & Scott, J. E. Parental values: An inquiry into occupational setting. Journal of Marriage and the Family, 1970, 32, 406-409.

The Miller and Swanson thesis that families classified as entrepreneurial tend to emphasize self-control for their children and those classified as bureaucratic tend to emphasize submission to external control was empirically tested in this study. No support was found for this thesis. Additional support for the use of occupation, education and income in explaining the variation in parental values is presented. (Journal)

123. Frieden, B. The second stage. New York: Summit, 1981.

This book is essentially a progress report by one of the principal founders of the modern women's movement. One of the central themes in her analysis is that personal fulfillment can best be achieved when people have the freedom to choose rewarding activities in both the work and family domains. Furthermore, this is equally true for both men and women. One major hypothesis is that men and women must combine forces and work together to promote the social changes needed to achieve this goal of balanced and fulfilling lives. This collaborative effort by men and women represents the "second stage" of the women's movement from which this book derives its title. She fears that the first stage of the women's movement may have freed women from the "feminine mystique" but trapped them into a "feminist mystique." She advocates freedom to choose from many alternative lifestyles. Frieden suggests that the feminist movement made an error in not acknowledging the importance of the family to most women; the second stage of the movement is to be built upon recognition that both the family world and the work world are essential for a full-life by either men or women. Includes a fascinating discussion of sex roles at West Point and the potential implications for work-family relationships among graduates.

124. Frost, P. J. & Jamal, M. Shift work, attitudes, and reported behavior: Some associations between individual characteristics and hours of work and leisure. Journal of Applied Psychology, 1979, 64, 77-81.

This study explores relationships involving compatibility of hours scheduled for work and hours available for nonwork activities and each of several individual characteristics. Subjects (N=400) from six Canadian manufacturing companies completed a structured questionnaire on work and nonwork attitudes and reported behavior. Day-shift workers (representing a condition of high compatibility of work and nonwork hours) scored significantly higher relative to "other shift workers" (representing a low compatibility-of-hours condition) on measures of work need fulfillment and of overall mental health. They also expected to stay longer in their work organizations and reported more participation in voluntary organizations. The findings are discussed in terms of alternative explanations and needed adjustments for further explorations of the compatibility-of-hours concept. (Journal)

125. Fruin, W. M. The family as a firm and the firm as a family in Japan: The case of Kikkoman Shoyu Company Limited. Journal of Family History, 1980, 5, 432-449.

While the author acknowledges that analogies may be drawn between Japanese families and Japanese firms in analyzing structure, he emphasizes that the Japanese family is not a family in American terms, for bonds are based on contractual obligations as well as on affection. The presence of non-biological members in the family emphasizes its economic function and organization. In drawing parallels between the Japanese family and Japanese firms, it is important to distinguish the ideological, cultural and socio-economic uses of the family in order to prevent imprecision. The author does this in a detailed structural analysis of the Kikkoman company. He further warns that while analogizing may be useful in some contexts, it has been historically inappropriate in most cases when applied to Kikkoman, and particularly misleading when applied to larger, more modern, Japanese corporations.

126. Fukami, C. V., Fox, D. Y. & Dunne, R. J. The effect of dual career marriages on work related outcomes. Paper presented at the meetings of the Eastern Academy of Management, 1981.

This study examined the viability of extending the potential effects of dual-career marriages to work related outcomes. Based on a model of work/non-work interaction and conflict, it was hypothesized that incongruity between spouses' jobs would negatively effect the focal's work role. The most interesting finding indicated that women who work in jobs which are more complex than their husbands' are less satisfied with their jobs than other women. The results are interpreted as supportive of work/non-work interaction and suggest the need for future research in this area. (Journal)

127. Ganesan, V. Organizational climate, family climate and self-concept in relation to occupational interest. Psychological Reports, 1979, 44, 636-639.

The relations among occupational interests of 42 Assistant Professors (aged 25 to 45 yr., with 2 to 5 yr. of service in a college) to their perceptions of organizational climate, family climate, and self-concept were studied using Fiedler's Group Atmosphere Scale. The t ratios show that the groups with positive and negative occupational interests toward teaching differ significantly in their perceptions of organizational climate, family climate and self-concept. Those with consonance of occupational interest and present occupation had favourable perceptions. Those with dissonance between occupational interest and present occupation had unfavourable perceptions. (Journal)

128. Garland, M. T. The better half? The male in the dual profession family. In C. Safilios-Rothschild (Ed.), Toward a sociology of women. Lexington, Mass.: Xerox, 1972.

This chapter reports the results of interviews with 53 husbands of dual-career families in which the wife held a professional position (e.g., physician, professor). The women in these same families were studied by Paloma (1972). These families were classified in terms of the relative importance given to husband's and wife's job; only 6 were truly egalitarian or matriarchal while 47 gave greater emphasis to husband's job. Rather than feeling threatened or somehow emasculated by their wives' professional positions, these husbands reported pride in wives' accomplishments and found their wives to be more interesting as people because of their work. The major complaints concerned limits on the time and energy for activities with spouse because of their two work schedules and demands.

129. Garvey, M. & Tuason, V. B. Physician marriages. Journal of Clinical Psychiatry, 1979, 40, 129-132.

A questionnaire study of physicians' ratings of various aspects of their marriage, was sent to 100 randomly selected physicians in Ramsey County (St. Paul, Minnesota). Eighty per cent of the sample responded. All 80 had been married at least once. There were fewer divorces reported compared with the general population. The group of 80 rated their marriages above average. Spouses who were considered extroverted correlated very significantly with a good marriage rating. The educational level of the spouse did not correlate with the marriage rating. Working long hours was not associated with poor marriage ratings or divorce. No significant relationship was revealed in examining the study variables for grouped medical specialties. (Journal)

130. Gass, G. Z. Counseling implications of woman's changing role. Personnel and Guidance Journal, 1959, 37, 482-487.

The purpose of this study was to determine the attitudes of women in their middle years toward their role in life and to determine the relationship between their attitudes and ratings of contentment. 130 married women, aged 25-50, were interviewed regarding their satisfaction with homemaking, pregnancy/childbirth, child-rearing and leisure time. Four judges compared responses to criterion statements to convert them to 5-point scales. Product-moment correlations indicated that contentment ratings in homemaking, pregnancy/childbirth and leisure time were each correlated with overall contentment ($r < .01$). Child-rearing satisfaction was not significantly correlated with general contentment. Descriptive data indicated that while women are generally satisfied with their roles, this satisfaction with home and family is not all-encompassing. Over one-half the respondents expressed dissatisfaction with their vocational training. The author suggests that short-term counseling, which assumes that a woman's vocational life ends with marriage, is inadequate and that more effective vocational guidance for women is needed.

131. Gilbert, L. A. Holohan, C. K. & Manning, L. Coping with conflict between professional and maternal roles. Family Relations, 1981, 30, 419-423.

This study investigated how 22 female parents in dual-career families view several elements of their professional and maternal roles and compared the effectiveness of two strategies for dealing with conflict between these roles. As predicted, role conflict is experienced with the various role elements are perceived as nearly equal in importance. Contrary to expectations, subjects using a role redefinition strategy did not differ from subjects using a role expansion strategy in self-reports of role conflict and coping effectiveness. These results are explained in terms of internal guilt from perceived neglect of the maternal role. The implications of these findings for professionals working with dual-career couples or teaching in this area are discussed and a four-step model to assist women in dual-career families in dealing with their role conflict is presented. (Journal)

132. Gillespie, D. Who has the power? The marital struggle. Journal of Marriage and the Family, 1971, 33, 445-458.

Psychological, legal and social blocks are placed in the way of women. These structural blocks affect the marital power distribution. Sources of marital power (socialization, the marriage contract, income, occupational prestige, organizational participation, education, suburbanization, the family life-cycle, physical coercion) are examined and are found to affect the power distribution in white-collar and blue-collar, black and white families. Women are structurally blocked from gaining as much power as their husbands from these sources. Data points to the conclusion that the differences in marital power are not due to individual resources or personal competence of the partners, but to the discrimination against women in the larger society. Husbands gain power in marriage as a class, not as individuals, and women are blocked as a class, not as individuals. The equalitarian family as a norm is a myth. (Journal)

133. Giraldo, Z. I. Public policy and the family: Wives and mothers in the labor force. Lexington, Mass.: Lexington Books, 1980.

The purpose of this book is to review and evaluate family public policy in the United States. A basic thesis of the book is that this country has no unified public policy as regards the family. However, the author is able to list a large number of government programs that affect, directly or indirectly, the shape and conditions of American families (ranging from welfare laws to tax rules). Extensive statistics are presented as regards the different family living arrangements of Americans and the employment of wives and mothers. One major theme of this analysis is that the needs and resources of the family depend very much on its stage of development (establishment, reproduction, or completion stage). Wise policy and useful research must consider explicitly such family stages. Considerable discussion is devoted to the implications of equal rights legislation in individual states. The marriage tax and other tax relevant policy questions concerning families are discussed at length. The stresses faced by dual-worker families and the policy implications are also considered.

134. Glenn, N. D. & Keir, M. S. Divorce among sociologists married to sociologists. Social Problems, 1971, 19, 57-67.

In a study of correlates of divorce in a sample of American sociologists, male sociologists whose first wives were sociology majors were found to be substantially more likely to have been divorced than male sociologists whose first wives had degrees in other fields. This finding rules out the categorical validity of the generalization that common interests are conducive to stability of marriages. Prevalence of an unusually secular orientation among sociology major wives is offered as a tentative explanation. (Journal)

135. Glenn, N. D. & Weaver, C. N. A multivariate, multisurvey study of marital happiness. Journal of Marriage and the Family, 1978, 40, 269-282.

Multiple regression analysis with data from each of three recent U.S. national surveys is used to estimate the direct effects of each of 10 independent variables on the reported marital happiness of white males and females ages 18 through 59. Contrary to predictions based on theory and previous evidence, all of the estimated direct effects are weak or nil. For instance, no aspect of socioeconomic status seems to bear a strong net relationship to marital happiness, and the indicated net relationship of age at marriage to marital happiness is virtually nil. The strongest estimated effects in which we can have much confidence are from presence of very young children and being middle-aged for females (negative). We speculate that propensity to enter into an unsatisfactory marriage is correlated with propensity to terminate an unsatisfactory marriage and that the latter has increased substantially in recent years. If so, it is not surprising that some strong predictors of the success of marriages appear no longer to bear any important relationship to the happiness of persons in intact marriages.

136. Glueck, S. & Glueck, E. Working mothers and delinquency. Mental Hygiene, 1957, 41, 327-352.

The authors hypothesize, based on their previous work, that since affection of mother for son, supervision of son by mother, and family cohesiveness are all significant factors in distinguishing delinquents from non-delinquents, maternal employment may be a significant predictor of juvenile delinquency. While delinquency is correlated with maternal employment, maternal employment is also correlated with irregular work habits by the father, absence of the father, an emotionally disturbed father and financial dependence of the family. The authors conclude, nevertheless, that working mothers have a deleterious effect on family. This effect is magnified for the children of women employed irregularly, leading the authors to conclude that these mothers, unlike those who work out of economic necessity, are refusing to accept their roles as mothers and are shirking responsibility. Because not all mothers work out of economic necessity, financial inducement for mothers to stay at home is deemed an inadequate incentive and individual assessment of family situations is suggested.

137. Goebel, K. P. Time use and family life. Family Economics Review, 1981, 20-25.

This article presents detailed data regarding the time spent on different household duties by housewives and spouses. Both the specific methods employed to measure time use and the normative data presented in this article would be quite useful for any future studies of the distribution of family household tasks for families with different relationships to work (e.g. dual worker families, single parent families, etc.).

138. Gold, D. & Andres, D. Developmental comparisons between ten-year-old children with employed and nonemployed mothers. Child Development, 1978, 49, 75-84.

This study tested hypotheses specifying differential relations between maternal employment and children's development, dependent on the sex of the child and the socioeconomic class of the family. An examination was made of the sex-role concepts, personality adjustment, and academic achievement of 223 10-year-old girls and boys with either full-time employed or nonemployed mothers from working-class or middle-class families. The data provided some support for the hypotheses. Children with employed mothers had the most egalitarian sex-role concepts; however, this appears primarily related to their mothers' greater satisfaction with their roles. Maternal employment status was partly related to the adjustment of the children. Middle-class boys with employed mothers had lower scores on language and mathematics achievement tests than the other middle-class children. Employed mothers and their husbands reported more similar behavior patterns within the home and attitudes that differed somewhat from those reported by nonemployed mothers and their husbands. There were some associations between the parental and child measures. (Journal)

139. Gold, D. & Andres, D. Relations between maternal employment and development of nursery school children. Canadian Journal of Behavioral Science, 1978, 10, 116-129.

This study examined the relations between maternal employment status and 110 nursery school children's sex role concepts, cognitive development, and adjustment. It was predicted that maternal employment would be associated with a broadening of children's sex role concepts and differential cognitive development depending on the sex of the child. There was evidence that children's sex role concepts were broader if their mothers were employed. The children's perceptions of their mothers were not related to their employment status, but fathers were perceived more negatively by their sons if the mother was employed. Sons of employed mothers had lower IQ scores than either daughters of employed mothers or children with non-employed mothers. Children with employed mothers received better adjustment ratings from their teachers. (Journal)

140. Goode, W. J. A theory of role strain. American Sociological Review, 1960, 25, 483-496.

When social structures are viewed as made up of roles, social stability is not explicable as a function of (a) the normative consensual commitment of individuals or (b) normative integration. Instead, dissensus and role strain--the difficulty of fulfilling role demands--are normal. In a sequence of role bargains, the individual's choices are shaped by mechanisms, outlined here, through which he organizes his total role system and performs well or ill in any role relationship. Reduction of role strain is allocative or economic in form, but the economic model is different. "Third parties" interact with an individual and his alter, to keep their bargain within institutionalized limits. The larger social structure is held in place by role strains. The cumulative pattern of all such role bargains determines the flow of performances to all institutions. The research utility of this conception is explained. (Journal)

141. Gordon, F. E. & Hall, D. T. Self-image and stereotypes of femininity: Their relationships to women's role conflicts and coping. Journal of Applied Psychology, 1974, 59, 241-243.

The relationships of self-image, the female image of a feminine woman, and the female perception of the man's image of a feminine woman to role conflicts, coping behavior, satisfaction, and happiness in a sample of 229 college-educated women were explored and were found to be related. The woman's perception of the male's stereotype of femininity was the best predictor of various types of conflicts experienced. The woman's style of coping with conflict was a function of her self-image. Self-image was also associated with satisfaction and happiness. The impact of male stereotypes on women's conflicts was discussed in terms of current social definitions of women's roles. (Journal)

142. Gordon, H. & Kammeyer, K. The gainful employment of women with small children. Journal of Marriage and the Family, 1980, 42, 327-336.

This is an analysis of the employment of mothers of young children. Data come primarily from the second stage of a longitudinal study of 735 women. Economic need was most highly correlated with employment. Other moderately correlated variables included previous employment, number of children and beliefs about mothering. Sex-role attitudes were only slightly correlated, and education not at all. The women whose husbands' incomes were high had very different correlates with employment than did the other women. Economic need is still the most prominent influence, but there are important variations in the ways in which mothers of young children enter and leave the labor force. (Journal)

143. Gordon, M. S. Women and work: Priorities for the future. In C. Kerr & J. S. Rosnow (Eds.), Work in America: The decade ahead. New York: Van Nostrand, 1979.

The general focus of this chapter is on working women. However, several of the issues discussed bear on the topic of work and family, presumably because the family roles of women are often more explicit and demanding than is the case for men, thus making the work-family relationship more apparent. Among the work-family issues discussed are childcare arrangements, maternity and parenting leaves, family financial allowances, and flexible work hours. For each issue discussed, available data are reviewed and future trends are predicted.

144. Gove, W. R. & Geerken, M. R. The effect of children and employment on the mental health of married men and women. Social Forces, 1977, 56, 66-76.

Gove has proposed that sex differences in psychiatric illness among the married might best be accounted for in terms of differences in the typical roles occupied by married men and married women. The effects of employment, number of children and age of youngest child on the feeling that one (a) confronts incessant demands from others, (b) desires to be alone, (c) feels lonely, and (d) manifests psychiatric symptoms support his sex role explanation. (Journal)

145. Gove, W. R., et al. The family life cycle: Internal dynamics and social consequences. Sociology and Social Research, 1973, 57, 182-195.

There are multiple and sometimes conflicting demands placed on family resources--and a major function of the family is allocation of these resources. It is suggested that the interplay of demands and resources over time governs not only the well-being of family members but also the behavior of family members vis-a-vis the larger society.

146. Gray, J. D. Counseling women who want both a profession and a family. Personnel and Guidance Journal, 1980, 59, 43-48.

Research has shown that many women who seek to combine a demanding career and a family encounter a variety of problems and conflicts. This article reviews the special problems of this group of women as well as research findings on effective coping strategies. The implications of these findings for developing appropriate counseling interventions are discussed. (Journal)

147. Greiff, B. S. The executive family seminar: A course for graduate married business students. American College Health Association, 1976, 24, 227-231.

A psychiatrist at Harvard Business School, impressed by the amount of stress which married business students manifest, discusses her purposes in creating "The Executive Family Seminar." This semester-long course, designed for married H.B.S. students and their spouses, focuses on the relationship between work and family life, problems common to executive marriages, and ways to cope with stresses. An outline of the seminar's content is provided.

148. Gronseth, E. Work-sharing families. Adaptations of pioneering families with husband and wife in part-time employment. Acta Sociologica, 1975, 18, 202-221.

After discussing the accepted sexual division of labor in capitalist society and the assumed need for families with male breadwinners, the author examines the possibilities of work sharing in married couples. This arrangement consists of husband and wife each holding a part-time job or sharing one job so that at least one spouse is at home with the children and household duties. This is proposed as a type of role-sharing, which, unlike the role-sharing found in dual-career couples, results in less stress than traditional families. Interviews of 16 work-sharing couples, seven who desired this arrangement but were unable to find employment, and five traditional families, showed that work-sharing families felt less stressed and more satisfied, and felt that family relations had improved. Increased time available to spend with children was generally considered the most favorable effect. Work-sharing couples shared household duties more equitably than traditional families; however, wives were still more likely to be overloaded. Despite minor adjustment problems and lowered income, results showed that for motivated couples, work-sharing has favorable effects.

149. Gronseth, E. Work sharing: A Norwegian example. In R. Rapoport and R. Rapoport (Eds.), Working couples. New York: Harper, 1978.

Gronseth reports the results of a careful analysis of 21 Norwegian couples who wanted to work part-time so that each could also spend part time in child care and homemaking. Only 16 couples could find suitable part-time work for both partners and the analysis is based principally on this small group. For the most part, these people liked this arrangement and felt that it afforded them with a desirable balance of work and family life. While the sample was small and nonrepresentative, the analysis of each couple was quite thorough, including assessments of work history, job commitment, personal backgrounds, goals, satisfaction, and distribution of household and childcare duties within the family.

150. Gross, H. E. Dual-career couples who live apart: Two types. Journal of Marriage and the Family, 1980, 42, 567-576.

Increasingly, over the last decade, dual-career couples have met the mobility demands of each spouse's career by deciding to maintain separate residences. This study analyzes the rewards and strains associated with the lifestyle of dual-career couples who live apart. Analysis of interviews with 43 spouses, representing 28 marriages, suggests that the heritage of traditional marriage norms affects spouses' views of their own roles in these nontraditional marriages. A distinction between two types (mainly younger "adjusting" and older "established" couples) is helpful in sorting out ways in which traditional marital norms frame evaluations of spousal roles in these relationships. (Journal)

151. Gross, R. H. & Arvey, R. D. Marital satisfaction, job satisfaction, and task distribution in the homemaker job. Journal of Vocational Behavior, 1977, 11, 1-13.

Several facets of the homemaker job were analyzed in terms of the dynamic relationship between husband and wife. Seventy-one husband and wife pairs completed a questionnaire which assessed satisfaction with the homemaker job, marital satisfaction, distribution of responsibility for homemaker tasks between husband and wife, and other variables. Wives' satisfaction with the homemaker job was found related to the degree to which husbands assumed responsibility for homemaker tasks and to the husbands' attitudes toward women in general. Wives' marital satisfaction was found related to the interaction of wives' employment status (job holder or full-time homemaker) and satisfaction with the homemaker job. Directions for future research in this area were suggested. (Journal)

152. Gurin, G., Veroff, J. & Feld, S. Americans view their mental health.
New York: Basic Books, 1960.

This book reports the results of one of the first major efforts to study happiness and related indicators of positive mental health through the use of nationwide probability sample survey techniques. It is often considered as one of the landmark studies of the perceived quality of life. Separate chapters were devoted to work and to family issues as they related to reports of mental health indicators. Several analyses reported in this book consider mental health indicators as a function of both work and family variables. Subsequent studies concerned with subjective indicators of psychological well-being have frequently used the data from this study as a benchmark for longitudinal comparisons (e.g., Campbell, 1981).

153. Gurtin, L. Dual career family. Journal of College Placement, 1980, 40, 28-31.

Despite a large increase in the number of dual-career couples, corporations have made little effort to address the concerns of this group in the areas of recruitment and human resources. The author affirms the value of the family, claiming that a stable family life not only promotes good citizenship, but by instilling a sense of commitment to others and to a common goal, helps workers to better function in an organization. Flexible hours and policy, provisions for childcare and sensitivity to family needs are all-important in bridging the gap between work and family. In addition, companies should realize the difficulties that dual-career couples face in seeking employment and in deciding whether to relocate so that job applicants may discuss their concerns about their working spouses without being penalized for it. Gurtin suggests that corporations establish a cooperative job data bank so that a working couple may be helped in their search for jobs in the same city.

154. Haas, L. Domestic role sharing in Sweden. Journal of Marriage and the Family, 1981, 43, 957-967.

This article reports on a mail survey which investigated the extent to which Swedish couples share domestic tasks. Swedish couples were found to share household chores more evenly than do American couples, however, practice lags considerably behind ideology. Several hypotheses concerning the determinants of a more egalitarian division of domestic labor were also tested; variables measuring social exchange theory, family life-cycle stage, and socialization had the greatest influence on role sharing behavior. The results suggest that role sharing will become more widespread in Sweden in the future. (Journal)

155. Haavio-Mannila, E. Satisfaction with family, work, leisure and life among men and women. Human Relations, 1971, 24, 585-601.

A probability sample of residents in Helsinki and five rural communities in Finland were interviewed. This article reports quite detailed analyses of several variables relevant to the work-family relationship: employment status, occupational prestige and satisfaction with life overall and with several specific domains of life (work, family, leisure activities). Generally the correlations among these several satisfaction measures were positive, thereby supporting the spillover model of work and nonwork. The strength of correlations was moderated some by sex and marital status of respondents. Also analyzed were ratings of different domains of life as sources of life satisfaction and reasons for working given by married women.

156. Hafstrom, J. L. & Dunsing, M. M. Socioeconomic and social-psychological influences on reasons wives work. Journal of Consumer Research, 1978, 5, 169-175.

The reason wives work was investigated to provide insight into one process leading up to consumer behavior. Support was found for hypotheses that both socioeconomic and social-psychological variables determine reasons wives work and that determinants of these reasons are different for wives in higher and lower income families. (Journal)

157. Hall, D. T. A model of coping with role conflict: The role behavior of college educated women. Administrative Science Quarterly, 1972, 17, 471-486.

This article presented a conceptual model of alternative means by which employed women with families might deal with the conflict between work roles and family roles. Based on a conceptual analysis of role processes and content analyses of specific methods adopted by women to deal with work-family conflict, three general strategies were identified: 1. renegotiation of role expectations with role senders; 2. personal redefinition of role without altering role senders' expectations; 3. reactive role behavior in which the woman continues to try to meet all original expectations for both work and family roles. Greatest satisfaction was reported by women adopting the renegotiation strategy and the least satisfaction was associated with the role reaction strategy.

158. Hall, D. T. Pressures from work, self, and home in the life stages of married women. Journal of Vocational Behavior, 1975, 6, 121-132.

Following Lopata's (1966) model of the life cycle of the married woman's role, it was predicted and found that a woman's life stage would be related to her role pressures (work, home, self, and time), conflict, and satisfaction. Age and number of roles were not as strongly related to these variables as was life stage. Work activities and pressures declined through the peak child-rearing stage and then increased for women with older children, while pressures from home generally rose throughout the life cycle. The differential impact of various sources of conflict in different life stages was reported, and forms of organizational career support oriented toward particular life stages were suggested. (Journal)

159. Hall, D. T. & Gordon, F. E. The career choices of married women: Effects on conflict, role behavior, and satisfaction. Journal of Applied Psychology, 1973, 58, 42-48.

Conflicts, pressures, and satisfactions associated with three career options available to married women were studied. The options are full-time employment, part-time employment, and being a full-time housewife. The main hypothesis, that satisfaction would be related to the extent to which women actually did what they ideally prefer to do, was supported in the case of housekeeping and volunteer activities but not for full-time or part-time employment. Role involvements and conflicts were generally greater for workers than housewives, although full-time workers differed greatly from part-timers and were the most satisfied of the three groups. (Journal)

160. Hand, H. B. Working mothers and maladjusted children. Journal of Educational Sociology, 1957, 30, 245-246.

The author examined the correlation between maternal employment and adjustment in 102 schoolchildren, grades 4-7 using the California Test of Personality, teacher ratings, and peer choices. There was no correlation found, with children of employed mothers being equally represented in well-adjusted and maladjusted groups.

151. Hardesty, S. A. & Betz, N. E. The relationships of career salience, attitudes toward women, and demographic and family characteristics to marital adjustment in dual career couples. Journal of Vocational Behavior, 1980, 17, 242-250.

Facilitation of women's increasing involvement and satisfaction in career pursuits necessitates understanding of ways in which multiple roles may be managed and integrated by both women and men. Accordingly, the present study was designed to investigate predictors of levels of marital adjustment in dual-career couples. Both husbands and wives in 42 dual-career couples completed Greenhaus' Career Salience scale, the Attitudes toward Women scale, the Dyadic Adjustment scale, and a demographic information questionnaire. Results indicated, first, that the dual-career couples studied reported relatively high levels of marital adjustment, relatively profeminist attitudes toward women, and moderate levels of career salience; family interests were ranked as more important than were career interests. Second, higher levels of marital adjustment in both husbands and wives were found in couples in which the wife was more highly educated and which had relatively high combined incomes. In addition, greater marital adjustment in husbands was related to higher levels of career salience among wives. Contrary to expectation, husbands' attitudes toward women's roles were unrelated to their levels of marital adjustment. Implications for further research on dual-career couples and for the successful integration of career and family roles are discussed. (Journal)

162. Harrell, J. & Ridley, C. Substitute child care, maternal employment and the quality of mother-child interaction. Journal of Marriage and the Family, 1975, 37, 556-564.

A structured interview schedule was administered to mothers from 89 families in Pennsylvania whose children were either enrolled in day-care centers or were on a day-care waiting list. Evidence from these interviews indicated that satisfaction with substitute child care was positively related with maternal work satisfaction, but not with the quality of mother-child interaction. Work satisfaction and quality of mother-child interaction, however, were positively correlated to one another. The constructs of role dominance and shifting role dominance were used to conceptualize the problem and interpret the findings. (Journal)

163. Harry, J. Evolving sources of happiness for men over the life cycle: A structural analysis. Journal of Marriage and the Family, 1976, 38, 289-296.

Participation in the diverse institutional spheres of industrial society requires that individuals coordinate their competing obligations in varying ways at different stages of the life cycle. Because of the rigidity of the work commitments of males it seems that they tend to change their definitions of happiness, rather than their behaviors. Happiness is constantly redefined to be consistent with one's positions in the different institutional spheres. During the stage of being a parent to young and school-age children, men tend to define happiness in terms of family life. During earlier and later family stages men look beyond the family for sources of satisfaction. Using a national probability sample, items reflecting satisfaction with a variety of institutional areas were correlated with a measure of overall happiness for each of six family stages. It was found that the principal correlates of happiness vary as one proceeds through the family life cycle. (Journal)

164. Hatch, M. G. & Hatch, D. L. Problems of married working women as presented by three popular working women's magazines. Social Forces, 1958, 37, 148-153.

The authors examined the extent to which magazines designed for working women recognized and offered constructive solutions to the problems of married working women. In a search of 3 magazines over a 1 year period, 35 relevant articles were found which dealt with role conflict, vagueness of vocational goals, and failure to reach goals, because of married status. The authors contend that while these articles do recognize certain problems of married working women, many others are not considered. They appear to be of limited value in helping women because realism in treatment of major difficulties is often obscured by emotion, optimism and a crusading spirit.

165. Havens, E. H. & Gibbs, J. P. The relations between female labor force participation and fertility. Sociological Methods and Research, 1975, 3, 258-290.

Numerous investigators have reported evidence of an inverse relation between female labor force participation and fertility rates; but the relation has never been systematically derived from a theory, and recognition that it is neither close nor invariant complicates the matter. This paper states a theory from which the relation can be derived, and the theory extends to a testable generalization about variability in the relation. The theory asserts that the relation is contingent on the "career labor force participation" of females briefly, the greater such participation is in a universe of populations, the more inverse is the relation between female labor force participation and fertility rates. A test based on data for Standard Metropolitan Statistical Areas (1960) is consistent with the theory. (Journal)

166. Hayghe, H. Families and the rise of working wives—an overview. Monthly Labor Review, 1976, 99, 12-19.

The author presents statistics showing profound changes in the number of multiworker families from 1950 to 1975. These data show that only about one-third of all families in 1975 had a breadwinner father and homemaker mother, compared to two-thirds in 1950. Working wives made significant financial contributions to the family, with 72% of all wives working full-time. The author also discusses trends in fertility, income, and relationship between wife's occupation and husband's occupation, as well as implications of these changes in the family.

167. Hayghe, H. Husbands and wives as earners: An analysis of family data. Monthly Labor Review, 1981, 104, 46-59.

Demographic information is provided for dual-earner families, a group which increased in size between 1968 and 1978, while the number of traditional-earner families declined. Data comparing occupations, age, education, and income of dual-earner versus traditional-earner families shows that dual-earner couples are younger, more educated, and earn more money than traditional-earner couples.

168. Heckman, D. A., Bryson, R. & Bryson, J. B. Problems of professional couples: A content analysis. Journal of Marriage and the Family, 1977, 39, 323-330.

In an effort to determine reasons for differential scientific productivity between similarly trained husband and wife professional pairs, responses by 200 psychologist couples to a survey question asking them to delineate problem areas were content analyzed. Although sexual discrimination accounted for a small portion of the problems, the larger number of problems cited by subjects were due to the fact that women were willing to place their careers secondary to (a) the needs of their families and (b) the needs of their husband's careers. (Journal)

169. Hedges, J. N. & Barnett, J. K. Working women and the division of household tasks. Monthly Labor Review, 1972, 95, 9-14.

With greater numbers of married women employed, it is expected that there has been a change in family roles in order to better share household duties previously performed by housewives. Several surveys reveal that these changes have not been as profound as predicted, for women still do the bulk of the housework and tasks are generally split into traditional male-female categories. There are still obstacles which prevent more married women from working, and difficulties which working wives must face, inadequate childcare being the primary concern. Solutions, such as subsidized day-care, adaptable work rules, and fuller sharing of family responsibilities, are suggested.

170. Hedlund, D. & Berkowitz, A. The incidence of social-psychological stress in farm families. International Journal of Sociology of the Family, 1979, 9, 233-243.

Social-psychological stress was examined in 20 New York State farm families by identifying the incidence of stresses reported during intensive biennial interviews conducted with each family member over seven during a ten-year period. Stresses were rated for their severity. Those meeting the criterion of dysfunctionally affecting family relationships, ability to achieve family goals and/or performance of farm tasks are discussed here. Stresses reported by farm families relate to a variety of factors within and external to the family and are mediated by a number of relevant family characteristics. In our sample 30 per cent of the families reported marital stress or stress relating to intergenerational transfer of the farm; 20 per cent experienced stress related to sibling rivalry, and in 35 per cent of the wives reported stresses relating to their farm role. Preliminary analysis suggests that the occurrence or absence of stress is related to mediating factors such as farm style, stage in the developmental cycle, decision-making style, and communication style. (Journal)

171. Helfrich, M. L. & Tootle, B. J. The executive wives: A factor in promotion. Business Horizons, 1972, 15, 89-95.

A critical evaluation of the potential contribution of the executive's wife to her husband's career is a concern of corporations today. A study has revealed some of the background characteristics of executives' wives at three levels. Analysis reveals that corporations look for wives who are adaptable to new environments, are good hostesses, and will participate in civic and social affairs. Above all, they are looking for the woman who will grow intellectually and socially with her husband. The "outgrown" wife is to be avoided. The authors point out that wife analysis is more important in some companies than others, and indicate how wives can prepare for their increasingly demanding and complex role. (Journal)

175. Hill, C. What is the role of the executive's wife. Business Quarterly, 1970, 35, 54-59.

One way to help bridge the communication gap between an executive and his wife is to provide the wife with some business knowledge if she is to feel part of her husband's career. This is precisely what triggered the first mini-MBA course for student wives at Western's Business School in Canada. These women decided to strengthen the husband and wife team by learning some of the difficulties faced by their husbands during the MBA years and in the following "scramble-to-the-top years." The success of this program was reflected not only in the improved marital relationships, but in the more positive roles and self-images adopted by the wives.

176. Hill, M. The wage effects of marital status and children. Journal of Human Resources, 1979, 14, 579-593.

Using data from the ninth wave of the Panel Study of Income Dynamics, changes in the wage effects of marital status and number-of-children for workers of the same race and sex are analyzed as more refined measures of work experience, training, and labor force attachment are substituted for conventional measures of these factors. The results indicate that number-of-children is a good proxy variable for differential work history and labor market attachment among white women, and that marital status is not a proxy for such differences among any of the four major race/sex subgroups of workers, including white women. Overall, the findings suggest that, controlling for numerous aspects of worker qualifications, workers with greater financial responsibilities to their families receive higher wages. (Journal)

177. Hill, R. E. & Miller, E. L. Job change and the middle seasons of a man's life: Academy of Management Journal, 1981, 24, 114-127.

Developmental tasks faced by adults in midlife were found to be related to various criteria in job changing decisions. The establishment period of adulthood as well as the midlife transition were particularly strong influences. These results are discussed from the standpoint of adult development and human resource management. (Journal)

178. Hiller, D. V. & Philliber, W. W. Necessity, compatibility, and status benefits from occupational attainments of working wives. Journal of Marriage and the Family, 1980, 42, 347-354.

This study was designed to ascertain whether or not working wives derive status benefits from their own occupational attainments. The independent variables are occupational prestige scores of wife's occupation and husband's occupation and family income: the dependent variable is subjective class identification. Analyses were carried out on a subset of working wives in each of the General Social Surveys conducted annually from 1972 to 1975 by the National Opinion Research Center. With the exception of the 1972 survey, findings suggest that wives do derive status benefits from their own occupational attainments, independent of increased family income and husbands' occupations. (Journal)

179. Hillman, L., Raskin, M. and Orloff-Kaplan, K. The liberated husband: Father or babysitter? Intellect, 1978, 106, 462-465.

Data was gathered from a men's discussion group which met regularly to discuss effects of the Women's Movement on their lives. Seven men, age 28-45, each with a working wife and at least one child, participated. The men indicated that they spent more time with their children, felt more guilt over lack of time to devote to children, and spent more time doing housework as a result of the Women's Movement. The authors cautioned that feminism has resulted in only limited gains, however, for it is still generally believed that mothers are the ideal primary caretakers. Discussion centered around the idea of father as "babysitter," that is, a temporary caretaker, rather than an equal parent. While some men felt more demands were being made upon them, others were grateful to the Women's Movement for liberating them from restrictive sex roles.

180. Hochschild, A. The role of the ambassador's wife: An exploratory study. Journal of Marriage and the Family, 1969, 31, 73-87.

The role of the ambassador's wife is largely shaped by her husband's role as representative and spokesman for the American government. This paper examines one way in which his job affects hers, through one task which they share: the communication of political and social messages. While the ambassador communicates these messages both directly and indirectly, the ambassador's wife, lacking formal authority, avoids direct and specializes in indirect communication through the use of what Edward Hall calls "covert message systems." On the basis of participant observation and questionnaire data on a third (30) of the wives of Chiefs of Missions abroad in 1965, we examine her role, the nature and purpose of the sociability it requires, and the ways in which through this sociability she communicates political and social messages. Finally we look at some unintended consequences of the role which provide clues to the diplomacy of everyday life. (Journal)

181. Hock, E. Working and non-working mothers with infants: Perceptions of their careers, their infants' needs, and satisfaction. Developmental Psychology, 1978, 14, 37-43.

This study examines the attitudinal differences and commonalities of working and nonworking mothers of 3-month-old infants. Fifty-nine working and 71 nonworking mothers participated in the study. Interviews and an attitude scale were used to obtain information about mothers' perceptions of infant needs, their beliefs about their own career-related needs, and their satisfaction with mothering. Significant group differences were determined on separation-related issues: Working mothers perceived less infant distress at separation, were less anxious about separation, and were less apprehensive about other care givers. Career orientation and maternal satisfaction were related to beliefs about infant needs in both working and nonworking groups. (Journal)

182. Hock, E., Christman, K. & Hock, M. Career-related decisions of mothers of infants. Family Relations, 1980, 29, 325-330.

To better understand career-related choices made by mothers of infants, women who were consistent in their plans not to work in the year following their infants' birth were compared with women who changed their minds and became employed during this period. The groups were similar in their anxiety about separation from their infants but differed in their acceptance and adaptation to infant discontent, beliefs about their babies' attachment, and beliefs about the importance of a job or career in their lives. Family practitioners should consider these variables when assisting women's career-related decision-making following the birth of a child. (Journal)

183. Hock, E., Christman, K. & Hock, M. Factors associated with decisions about return to work in mothers of infants. Developmental Psychology, 1980, 16, 535-536.

To better understand career-related choices made by mothers of infants, mothers were interviewed in the maternity ward and three times in the next 12 months. Mothers who were consistent in their plans not to work, from the maternity ward through the next 12 months, were compared with mothers who in the maternity ward said they were not going to work but later changed their minds. The groups were similar in their anxiety about separation from their infants; they differed significantly with respect to accepting and adapting to infant discontent, beliefs about their babies' attachment, and the importance of a job or career in their lives. (Journal)

184. Hofferth, J. L. Daycare in the next decade: 1980-1990. Journal of Marriage and the Family, 1979, 41, 649-658.

Over the next decade the growth in the number of preschool children with working mothers is expected to be rapid, both because of the increase in the total number of children and because more of their mothers will be employed. This raises an important concern, since the supply of individual day care providers appears to be shrinking at the same time that the need for such care is increasing. Most evidence points to increased parental dependence on group care, not only for their 3- to 5-year-olds, but also for infants and toddlers. Demographic, economic and attitudinal factors, as well as public policy, have contributed to this trend and can be expected to play a major part in the future demand for and supply of day care.

185. Hoffman, L. W. Effects of maternal employment on the child--A review of the research. Developmental Psychology, 1974, 10, 204-228.

Research on the effects of maternal employment on the child were reviewed. Findings were organized around five hypotheses: (a) The working mother provides a different role model than does the nonworking mother; (b) employment affects the mother's emotional state--sometimes providing satisfactions, sometimes role strain, and sometimes guilt--and this, in turn, influences the mother-child interaction; (c) the different situational demands as well as the emotional state of the working mother affect child-rearing practices; (d) working mothers provide less adequate supervision; and (e) the working mother's absence results in emotional and possibly cognitive deprivation for the child. Accumulated evidence, although sketchy and inadequate, offered some support for the first four hypotheses. Empirical studies of school-age children yielded no evidence for a theory of deprivation resulting from maternal employment, but there were not adequate data on the effects of maternal employment on the infant. (Journal)

186. Hoffman, L. Changes in family roles, socialization and sex differences. American Psychologist, 1977, 32, 644-657.

Sex differences in socialization experiences reflect adult role expectations that females will be mothers and males will be workers. However, because of smaller family size, longer life expectancy, and higher employment rates for women, motherhood has come to occupy less of a woman's adult life, and work has come to occupy more. As awareness of these social changes increases, the sex-linked differences in socialization may be expected to diminish, with the result that sex differences in behavior will also eventually diminish. The research literature supporting this thesis is reviewed. This includes findings bearing on (a) the change in the woman's role, (b) sex differences in socialization and behavior that appear to reflect traditional sex role expectations, and (c) the direct effects of maternal employment on sex differences in children. (Journal)

187. Hoffman, L. W. Maternal employment: 1979. American Psychologist, 1979, 34, 859-865.

In the last 10 years, over half the mothers who live with their husbands and have only school-aged children have been employed. Now, almost 42% of the mothers of preschoolers are also employed, and for the group whose employment rate has been the lowest, mothers who have children under 3 and who live with their husbands, more than one third are employed. Employment rates are higher for mothers in single-parent families, and single-parent families are also on the increase. In short, maternal employment is now the modal pattern, and there is every indication that this trend will continue (U.S. Department of Commerce, 1979). This is an important social change. To consider its effects, however, it is necessary to keep in mind that other interrelated social changes are occurring at the same time. (Journal)

188. Holahan, C. K. & Gilbert, L. A. Conflict between major life roles—Women and men in dual career couples. Human Relations, 1979, 32, 451-467.

An investigation of the newly emerging pattern of career aspirations in women, in which both a demanding profession and family life are assumed, was conducted within a framework of interrole conflict among major life roles and its correlates. Subjects were 28 dual career couples who responded to an anonymous questionnaire. Of specific interest were the areas and degree of interrole conflict, in addition to their relationship to gender, parenthood, level of career aspirations, spouse's emotional support of career pursuit, and attitudes toward the roles of women. Surprisingly, the prediction of gender differences in regard to areas and correlates of interrole conflict were not supported. The one exception was level of career aspiration, where high aspirations were negatively related to role conflict for men but positively related to role conflict for women. Strikingly different patterns of conflict, however, were found as a function of the presence or absence of children. (Journal)

189. Holahan, C. K. & Gilbert, L. A. Interrole conflict for working women: Careers versus jobs. Journal of Applied Psychology, 1979, 64, 86-90.

The present study compared role conflict experienced by career and noncareer women. Subjects were 26 noncareer and 15 career women with bachelors degrees, employed full-time at a large state university, all of whom were married and had children. The subjects responded anonymously to a questionnaire containing six scales that measured the potential conflict between pairs of major life roles. The roles were worker, spouse, parent, and self as a self-actualizing person. Contrary to prediction, greater role conflict was reported by the noncareer group than the career group. Differences between the groups were found in two role conflict areas in which the self role was paired with a family role. When the effect of spouse support was controlled for, these differences were no longer found. Implications of these findings for working women are discussed. (Journal)

190. Hood, J. & Golden, S. Beating time--making time: The impact of work scheduling on men's family roles. The Family Coordinator, 1979, 28, 575-582.

The impact of work scheduling on men's family lives is often difficult to predict. Written from the dual perspectives of clinical psychology and sociology, this paper uses two case studies to trace the consequences of work scheduling through two men's family situations. In the first case, attempts to beat time by working from noon to midnight result in unintended negative consequences for the family. In the second case, the creation of a split-shift family when a wife returns to work has the equally unintended positive effect of bringing a father closer to his children which in turn results in his efforts to make time to be with both his children and his wife. (Journal)

191. Hopkins, J. & White, P. The dual career couple: Constraints and supports. The Family Coordinator, 1978, 27, 253-259.

The dual-career family is an emergent family form in our society that offers new sources of satisfaction. At the same time, the dual-career life-style also presents new types of problems for families. This article is an attempt to sensitize family practitioners to some of the problematic aspects of the dual-career life-style. Suggestions are made for strategies practitioners can use to assist dual-career families in coping effectively with the constraints and problems of their life-style. (Journal)

192. Hornung, C. A. & McCullough, B. C. Status relationships in dual-employment marriages: Consequences for psychological well-being. Journal of Marriage and the Family, 1981, 43, 125-141.

The research reported here examines the consequences of inconsistency between the individual's statuses and between his or her spouse's statuses, as well as incompatibilities between husbands' and wives' educational and occupational status. Measures of generalized life dissatisfaction and dissatisfaction with marriage are the outcome variables examined. The data were collected as part of the 1973 and 1974 General Social Surveys conducted by the National Opinion Research Center. To further clarify the relationships, the analysis was performed separately for men and women while controlling for achievement orientation. The results show status inconsistency and incompatibility to be important variables for explaining life and marital dissatisfaction. Furthermore, the consequences of status inconsistency and incompatibility differ for men and women and are conditional on the individual's achievement orientation. (Journal)

193. Hornung, C. A., McCullough, B. C. & Sugimoto, T. Status relationships in marriage: Risk factors in spouse abuse. Journal of Marriage and the Family, 1981, 43, 675-692.

This paper presents a theoretical perspective that integrates elements of social structural and social psychological explanations of spouse abuse. In particular, the relationships between the educational and occupational attainments of individuals and marital partners are examined as risk factors in abusive behavior. Status inconsistency of either partner and status incompatibility between partners are hypothesized to be associated with an increased risk of abusive behavior within the couple. A modification of the Conflict Tactics Scale is used to measure the incidence and 1-year period prevalence of three levels of spouse abuse: psychological abuse, physical aggression, and life-threatening violence. The data are drawn from a random survey of Kentucky women who were 18 years of age or older and were married or had been living with a male partner during the study period. The results show that, in general, both status inconsistency and status incompatibility are associated with an increased risk of psychological abuse, an even greater increased risk of physical aggression, and a still greater increased risk of life-threatening violence. Certain types of status inconsistency (i.e., under-achievement in occupation by the husband) and certain types of status incompatibility (i.e., when the woman is high in occupation relative to her husband) involve very high risks of spouse abuse, particularly life-threatening violence. Other types of inconsistency (i.e., over achievement in occupation by the husband) seem to protect couples from abusive behavior. These findings are discussed in detail and promising areas of future analyses are noted. (Journal)

194. Houseknecht, S. K. & Macke, A. S. Combining marriage and career. The marital adjustment of professional women. Journal of Marriage and the Family, 1981, 43, 651-661.

By focusing on very highly educated women, the present study serves to further test the comprehensiveness of role theory as an explanation of the complex relationship between female employment and marital adjustment. The data are from a sample of 663 women who received high-level graduate degrees from a large midwestern university between 1964 and 1974. Because females with high-level degrees expected to make use of their training and pursue their careers, it was thought that in this instance the marital adjustment of working women would be higher than that for nonworking women. The findings are in the predicted direction. However, looking at the various regression equations, it appears that it is not employment status per se that is important in determining marital adjustment but rather the extent to which family experiences accommodate the wife's employment. Having a supportive husband seems to be a major factor, i.e., one who is willing to quit his job and move to advance the wife's career; one who does not insist that the wife quit her job and move to advance his career; and one who shares similar values and beliefs, especially about women's employment, as represented by educational homogamy. Freedom from childbearing responsibilities is also important. (Journal)

195. Houser, B. B. & Beckman, L. J. Background characteristics and women's dual-role attitudes. Sex Roles, 1980, 6, 355-366.

This study examines the relationship between the attitudes toward the employment of married women held by 583 currently married Los Angeles County women between the ages of 18 and 49 and their personal backgrounds in terms of certain basic demographic characteristics. The findings illustrate that the respondents' attitudes significantly varied as a result of their personal backgrounds (e.g., level of education, ethnicity, marriage duration, income, work status, religion, age, and number of children raised). However, the data do not support the belief of Mason and Bumpass that women's dual-role attitudes are a "group phenomenon" determined by group norms or collectively held perceptions arising from the women's particular social niches; the demographic characteristics included in the study were able to explain only 27% of the observed variation in dual-role attitudes. (Journal)

196. Howell, M. Employed mothers and their families. Pediatrics, 1973, 52, 252-263.

More than 40% of all U.S. mothers of children of 18 years of age or younger are employed. The prevailing notion that employed mothers are deviant is examined with regard to published research literature. No uniformly harmful effects on family life, nor on the growth and development of children, have been demonstrated. It is concluded that conditions of employment, and the attitudes of other family members, probably influence the employed mother's relationship to her family by affecting her self-esteem and energy sources. (Journal)

197. Huber, J. & Spitze, G. Considering divorce: An expansion of Becker's theory of marital instability. American Journal of Sociology, 1980, 86, 75-89.

Using a national probability sample (N=1,360) of husbands and wives married to one another in 1978, we explore the correlates of thinking about divorce in order to extend Becker's theory of marital instability by adding sociological variables and measuring individual utilities. Wives' thoughts of divorce increase with their work experience, having a youngest child aged 6-11, and egalitarian housework attitudes and decrease with age at marriage, marital duration, and husband's housework contribution. Husbands' thoughts of divorce increase with wife's work experience and wife's egalitarian housework attitudes and decrease with the presence of children under 6, marital duration, and age differences. To the extent that thought of divorce relates to eventual divorce, these findings imply that the husband's earnings and the presence of children may deter divorce less now than they have in the past. (Journal)

198. Huber, J. & Spitze, G. Wives employment, household behaviors and sex-role attitudes. Social Forces, 1981, 60, 150-169.

Using spouses' telephone interview responses (N=1364, December 1978), we test the effects of wives' ten-year work attachment on their current employment status, and the effect of wives' work attachment, current employment status, and earnings on perceptions of household decisionmaking, the household division of labor, and on sex-role attitudes. Our most important findings are that work attachment, current employment status, and earnings affect husbands' but not wives' perceptions of decisionmaking, that both spouses' perceptions of the household division of labor are affected more by wives' current employment status than by their work attachment or earnings, and that attitudes most closely related to wives' employment are most responsive to it. These findings imply that attitude and behavior change tend to occur on pragmatic rather than ideological grounds. (Journal)

199. Hunt, J. G. & Hunt, L. L. Dilemmas and contradictions of status: The case of the dual-career family. Social Problems, 1977, 24, 407-416.

This essay examines dilemmas and contradictions of status generated by two careers combined in a single nuclear family. Drawing upon Hughes' (1945) observation that achievement in American society is heavily conditioned by attributes of membership in racial, ethnic, and sex categories, and Papanek's (1973) analysis of the auxiliary role of the wife in the husband's career, this essay attempts to show that a career is not an individual phenomenon. Rather, it is a lifestyle based on status-group membership and position within the family. The advocacy of dual-career families, it is argued, recognizes the barrier the family creates for women's personal achievement, but has failed to assess adequately the supportive role of the family in the personal achievement of men. Such an approach seeks to solve women's status problems without providing women, or their dual-career spouses, with the family-conditioned auxiliary dimensions of status necessary for their assimilation and success in the career market. (Journal)

200. Huser, W. R. & Grant, C. W. A study of husbands and wives from dual-career and traditional-career families. Psychology of Women Quarterly, 1978, 3, 78-79.

Husbands and wives of dual-career families were compared with husbands and wives of traditional-career families on the variables of inner-directedness, self-actualizing values, existentiality, self-regard, and self-acceptance. Also, comparisons between the two sets of couples were made on shared and unshared interests. Our findings indicate that the husbands and wives in our sample of dual-career families do not differ in major ways from our sample of husbands and wives of traditional-career families; however, in every instance of difference, the direction of difference supports the view that husbands and wives of dual-career families are more inner-directed and flexible in applying personal values than husbands and wives of traditional-career families. (Journal)

201. Hutchison, J. & Hutchison, K. The impact of divorce upon clergy career mobility. Journal of Marriage and Family, 1979, 41, 847-855.

This study investigates differences in career patterns between 157 divorced and 174 nondivorced clergy of the Presbyterian Church in the United States. The data, obtained through mailed questionnaires, suggest that divorce does not obviate a ministerial career. It does, however, constitute a disruption and makes it likely that a divorced clergyman will move more often, hold positions outside of the normatively prescribed parish ministry, and have more difficulty in attaining upward mobility. Time since divorce and remarriage are shown to have a slight mitigating effect on the negative career impact. (Journal)

202. Huth, C. M. Married women's work status: The influence of parents and husbands. Journal of Vocational Behavior, 1978, 13, 272-287.

The working or nonworking status of married women free of the financial need to work was studied in relation to the balance between their instrumental and expressive needs and in relation to their own and their husbands' attitudes towards women's roles. Also studied were women's needs and attitudes towards women's roles in relation to their parents' child-rearing practices, needs, and attitudes towards women's roles. These variables were rated by 67 working and 48 nonworking women on three sets of scales, each set composed of items reflecting instrumental (I) and expressive (E) orientations. A single score for each set of scales reflected the balance between the sum of the I and E ratings, or (I-E). In 10 of 13 possible correlations, the subjects' I-E needs and attitudes towards women's roles were significantly related to their parents' I-E child-rearing practices, needs, and attitudes towards women's roles. The work status of the subjects was significantly related to their own I-E needs, to their own and their husbands' attitudes towards women's roles, and to whether their mothers worked. (Journal)

203. Inglehart, A. P. Wives, work and social change: What about the housewives? The Social Science Review, 1980, 54, 317-330.

Emerging egalitarian ideologies often reflect a belief that housewives need gainful employment to achieve self-actualization, ward off depression, and guard against boredom. A 1976 mental health replication study provides insight into housewives' attitudes toward their work and their role. Housewives generally have positive opinions of housework and do not plan to work in the future. This suggests that the majority of housewives plan to remain housewives. A select subgroup of contemporary housewives (those who are college educated and twenty-one to thirty-four years of age) are the most dissatisfied with housework and are also the most likely to plan to relinquish this role. Implications for practice and research are drawn from these data. (Journal)

204. Jones, A. P. & Butler, M. C. A role transition approach to the stresses of organizationally induced family role disruption. Journal of Marriage and the Family, 1980, 42, 367-376.

The present study investigated the degree to which the role transitions model postulated by Burr (1972) could be used to explore the incompatibility between family and job role demands as a source of job-related stress. The sample consisted of 181 married sailors aboard four deployed U.S. Navy ships. These individuals responded to questionnaires about different aspects of job-role conflict and ambiguity, goal attainment facilitation, role strain, and family/work role incompatibility. Relationships among the various measures were assessed on both a concurrent and predictive basis employing correlational and hierarchical regression techniques. The results suggested that incompatibility between job and family demands is significantly related to the ease of the role transition process. (Journal)

205. Jones, L. M. & McBride, J. L. Sex-role stereotyping in children as a function of maternal employment. Journal of Social Psychology, 1980, 111, 219-223.

40 first and second grade children, approximately half of whom had working mothers, were asked who would be most likely to perform various adult and children's activities. Responses were categorized as being either sex-stereotyped, male or female, or sex-neutral. Chi-square analyses revealed no significant differences between boys and girls or between first and second graders except on one item. All 12 items resulted in significant differences for children of working mothers versus children of nonworking mothers, with the latter giving sex-stereotyped responses but the former giving sex-neutral responses for 11/12 items. (Journal)

206. Jones, S. B. Geographic mobility as seen by the wife and mother. Journal of Marriage and the Family, 1973, 35, 210-218.

This paper summarizes the responses of 256 women to a questionnaire which focused on their recent experiences in the process of moving with their families. These women see the role of the wife-mother as central in the moving process. Typically they are happy with the new community and with the personality changes which have occurred as a result of their moving experiences. Indications of strain vary with the stage in the moving process and individual characteristics. A number of factors which facilitate the adjustment of the wife-mother are revealed in the study. (Journal)

207. Jusenius, C. L. Economics. Signs, 1976, 2, 177-189.

This article reviews papers published or presented in 1975 which deal with the status of women in the economy. The diversity of approaches indicates that economists have several fundamentally different points of view on the reasons for women's relatively low wage position and on the proper method for analyzing the interaction between women's family and labor market roles. I have chosen to concentrate on those articles which highlight this diversity. I focus on the determinants of women's earnings position, the occupational distribution of women, the probability of marriage and divorce from an economic perspective, and suggested directions for future research. (Journal)

208. Justice, B. How do job related problems contribute to child abuse. Occupational Health and Safety, 1978, 42, 42-45.

Child abuse is a problem contributed to by stresses of work and unemployment. Programs must be instituted to increase the resistance to stress on the part of the host, the parents, by counseling services, particularly at work sites and employment offices. In addition, there must be programs to make the physical and social environment less stressful through expanded day-care facilities, homemaker services, reduced hazards at work, total employment and elimination of sexism.

209. Kahnweiler, J. B. & Kahnweiler, W. W. A dual-career family workshop for college undergrads. The Vocational Guidance Quarterly, 1980, 28, 225-231.

Some of the problems often faced by dual-career families, such as role conflict and change, geographic limitations, and lack of adequate child care facilities, were examined in this article. The authors stressed the importance of helping college students understand the potential barriers to, and advantages of, a dual-career lifestyle. The article described an original workshop with an undergraduate career planning class at Florida State University which focused on the issues of dual-career families as it pertained to the university community.

210. Kaley, M. M. Attitudes toward the dual role of the married professional woman. American Psychologist, 1971, 26, 301-306.

The purpose of this study was to gain an understanding of why relatively few contemporary women pursue professional careers at a time when women's status is supposedly changing and there is value in specialized training. The investigator proposed that attitudes toward the married professional woman were crucial because of the influence on the professional woman's attitudes about herself and the occupational plans of young females. Attitudes of professional men and women on the married professional woman's dual role were thought to be especially salient and were evaluated in terms of six subject variables. For the variables of sex and profession, there were significant differences within the group, but for age, education, race, and professional experience there were no significant differences. The findings clearly indicated that while the married professional women had positive attitudes toward the professional woman's dual role, the married professional men had negative attitudes.

211. Kanerman, S. B. Child care and family benefits: Policies of six industrialized countries. Monthly Labor Review, 1980, 103, 23-28.

Due to the increasing numbers of mothers with very young children who have entered the labor force, governments and employers are now beginning to react to this change by initiating activities in response. This article discusses the different types of benefits that the United States and five European countries have provided to help working parents to cope. The concerns tend to be in the areas of financial assistance, child care, and better balance between the work and home environments. The author believes that unless it becomes possible for adults to manage work and family life without undue strain for themselves and their children, society will not only suffer a significant productivity loss, but the future generation may suffer such a loss as well.

212. Keith, P. M. & Brubaker, T. H. Adolescent perceptions of household work: Expectations by sex, age, and employment situation. Adolescence, 1960, 55, 171-182.

Since marriage is one of the major decisions usually entertained in late adolescence, adolescents' knowledge of family roles is a component of "successful" socialization into adult roles. Yet, little is known about adolescent preferences for the structure of roles within the family, projections for their own lives, or how adolescent expectations for the young differ from those for older couples. This study examines the perceived sex-appropriate distribution of household work in various age and employment situations. Questionnaire data were obtained from 407 late adolescent males and females. Respondents indicated who should assume major responsibility for ten household tasks in four age and employment situations and in their projected households. Young women endorsed shared responsibility in all of the situations more frequently than young men. But projections of both males and females included less sharing in their own marriages than in those of most other couples. Expectations did not include greater sharing if the wife were employed full-time. It is suggested that future research examine the consequences of shared responsibility for individual well-being and for the occupational careers of young men and women. (Journal)

213. Keith, P. M., Dobson, C. D., Goudy, W. & Powers, E. A. Older men: Occupation, employment status, household involvement, and well-being. Journal of Family Issues, 1981, 2, 336-349.

Much research on the occupations and family roles of males is dated, reflects a white-collar bias, and has neglected older men. Our research evaluated the influence of occupation and employment status on the involvement of older males in the home and the impact of these factors on well-being. Data were analyzed from interviews with 1193 men, 60 years of age or older. Occupation and employment status independently influenced family tasks and well-being. Involvement in feminine tasks has little impact on well-being while participation in masculine activities was more salient to evaluations of self and life. (Journal)

214. Keith, P. M., Goudy, W. J. & Powers, E. A. Employment characteristics and psychological well-being of men in two-job families. Psychological Reports, 1981, 49, 975-978.

Research has neglected the well-being of men in two-job families and especially that of older men. This study of 213 older men in two-job families indicated that the occupational characteristics of their wives were as salient in the life evaluations of men as aspects of their own employment. Even so, occupational involvement of men and their wives and male participation in the household did not account for much of the variance in self-esteem or life satisfaction. (Journal)

215. Keith, P. M. & Schafer, R. B. Role strain and depression in two job families. Family Relations, 1980, 29, 483-488.

This study of 135 two-job families was an examination of factors associated with work-family role strain and depression. Analysis of separate interviews with husbands and wives indicated that, in general, time demands, both in the workplace and home, and stage in the life cycle influenced the role strain of both sexes and factors affecting depression varied for men and women. Role strain, feelings of deprivation at home, comparative deprivation in work, and involvement in "feminine" household tasks were linked to male depression. Women were depressed if they evaluated their financial situation negatively and perceived their husband as an inadequate provider. It was concluded that both sexes may be somewhat disadvantaged by traditional attitudes toward the role of provider. Implications for counseling are offered. (Journal)

216. Kemper, T. D. & Reichler, M. L. Work integration, marital satisfaction, and conjugal power. Human Relations, 1976, 29, 929-944.

Information was gathered on several aspects of the work integration of a sample of husbands and on the marital satisfaction and power relations of the husbands and their wives. These data were separately factor analyzed, producing three factors of work integration: Job Satisfaction, Power Relations, and Mobility Aspirations; and two factors of marital integration: Marital Satisfaction and Conjugal Power. The items loading these factors were intercorrelated with the following results: items dealing with the intrinsic satisfactions of work, such as meaningfulness of work, liking for it, control over pace of work, correlated significantly with items indicating satisfaction of both husband and wife; items indicating extrinsic satisfactions of work, such as income, recognition, and job prestige, were not related to items of marital satisfaction. Additionally, there was little relationship between work integration and conjugal power. Finally, mobility aspirations appeared to be determined by wife's dominance and dissatisfaction. This, however, was found to be explained by social class. (Journal)

217. Kimmelman, B. Executive wives—The need for a positive company-sponsored approach. California Management Review, 1969, 7-10.

American industry today faces the tremendous challenge of developing, motivating, and rewarding competent managers. Managements are vitally concerned with the increasing and projected shortages of executives and are formulating plans that will enable them to meet this need. This article examines one aspect of this broad problem, the executive's wife, her effect on the executive and on his company and offers a plan of action. The author suggests that a company-sponsored approach would greatly benefit business operations and community relations.

218. Kinkead, G. Family business is a passion play. Fortune, 1980, 10, 70+.

The emotional strains that arise when people mix family with business are clearly in a class by themselves. Kinkead looks at several well-established family businesses in order to see how business and family dynamics interact. Judging by those that have succeeded in mixing the two, the author proposes several strategies which predispose an enterprise to longevity.

219. Kirschner, B. F. & Walum, L. R. Two-location families. Alternative Life Styles, 1978, 1, 513-525.

In a study of two-location families, we have seen that this lifestyle is not historically atypical. Male-determined two-location families have been established for economic and other reasons. The women-determined two-location family seems to be a relatively new pattern. We suggest that the Women's Movement has helped create a situation where it is possible for women to get more support than men for women-determined two-location families. The sustaining of intimacy in such marriages becomes problematic. Stress may be minimized when there is high career motivation in both parties, acceptance of the wife's career motivation by the husband, high incomes, geographical propinquity, and a long-term marital relationship. (Journal)

220. Kohn, M. L. Social class and parental values. American Journal of Sociology, 1959, 64, 337-351.

Middle- and working-class parents share a broadly common set of values—but not an identical set by any means. There appears to be a close fit between the actual working-class situation and the values of working-class parents; between the actual middle-class situation and the values of middle-class parents. In either situation the values that seem important but problematic are the ones most likely to be accorded high priority. For the working class the "important but problematic" centers around qualities that assure respectability; for the middle class it centers around internalized standards of conduct. (Journal)

221. Kohn, M. L. Social class and parent child relationships: An interpretation. American Journal of Sociology, 1963, 68, 471-480.

The argument of this analysis is that class differences in parent-child relationships are a product of differences in parental values (with middle-class parents' values centering on self-direction and working-class parents' values on conformity to external proscriptions); these differences in values, in turn, stem from differences in the conditions of life of the various social classes (particularly occupational conditions—middle-class occupations requiring a greater degree of self-direction, working-class occupations, in larger measure, requiring that one follow explicit rules set down by someone in authority). Values, thus, form a bridge between social structure and behavior. (Journal)

222. Kunz, P. R. The relation of income and fertility. Journal of Marriage and the Family, 1965, 27, 509-513.

Using 1960 Census data, evidence is compiled to show the reversal of the historical inverse relationship of income and fertility with a five percent national sample of urbanized women whose husbands have the same type of social characteristics but vary in income. The hypothesis that couples with more "relative income" when compared with other couples with similar education, occupation, and age would be able to afford the same "style of life" and would have additional money for more children is supported. A marked difference appears when age at marriage is controlled: women marrying at 22 years of age and after show a strong positive relation between income and fertility. (Journal)

223. Lamouse, A. Family roles of women: A German example. Journal of Marriage and the Family, 1969, 31, 145-152.

Data based on interviews in a random sample of 245 wives and 264 husbands in 1967 at Munster were gathered to get some indications of the dimensions of family structure: division of labor and power allocation. Data indicate that labor in these urban families is arranged mostly along the traditional task areas of husband and wife, although attitudes favor interchangeable roles. There is an increase in degree of mixed role allocation when daily life makes it necessary, as in the case of working wives. Whereas attitudes are traditional in power allocation, the degree of "power balance" is fairly high. The influence of the wife in decision making varies according to the social status of the husband and the external role experiences of the wife: wives from lower social strata have more influence than others although they are more conservative in attitude. A wife's influence also increases with her experience in wage earning and her attitude of refusal towards unrestricted male authority. (Journal)

224. Landis, J. & Stoetzer, L. Migrant families: An exploratory study of middle-class migrant families. Journal of Marriage and the Family, 1966, 28, 51-53.

Some characteristics and attitudes of 100 middle-class families, recent migrants to a California metropolitan area, were sampled by questionnaire. The respondents had a history of frequent moves on short notice and reported that they settled into new communities quickly and without apparent difficulty. The sample showed a higher than anticipated level of independence, self-reliance, and ability to adapt to what is often considered a tension- and stress-producing situation. (Journal)

225. Landry, B. & Jendrek, M. P. The employment of wives in middle-class black families. Journal of Marriage and the Family, 1978, 40, 787-797.

Prior studies of the employment of black and white wives have compared rates and patterns among all black and all white wives. The present study focuses primarily upon wives in black middle-class families, with comparisons made to wives in middle-class white and working-class black families. A model with 11 independent variables is presented, and multiple regression analysis used to predict the probability that a wife will be employed. Findings support the hypothesis of both race and class effects upon the employment of wives. Black middle-class wives were found to have higher employment rates than both white middle- and black working-class wives. At the same time, patterns of influence among factors affecting employment differed between black and white middle-class wives, as well as between black middle- and working-class wives. Results of the regression analysis and contingency analysis of relevant data suggest that black middle-class wives have higher employment rates because of economic need. (Journal)

226. Leuthold, J. H. Taxes and the two-earner family: Impact on the work decision. Public Finance Quarterly, 1979, 7, 147-161.

Data from the National Longitudinal Survey for 1970 are used to provide some new empirical estimates of the effect of changes in the marginal rates of income and payroll taxation on the hours worked by two-earner families. A family labor supply model incorporating tax and nontax parameters is estimated using Aitken's generalized least squares estimator for seemingly unrelated equations. The results of the study show that the tax structure is a significant factor in the work decision of the two-earner family and that changes in the marginal rate of tax can be expected to cause a realignment of work responsibilities within the family. (Journal)

227. Lieber, E. K. Professional woman: Coping in a two-career family. Educational Horizons, 1980, 58, 156-161.

Esther Lieber questioned thirty professional women—teachers, lawyers, psychologists, social workers, and others—to determine how they cope with the multiple roles of wife, mother, and professional. Most admitted to having feelings of frustration at times, but they were highly motivated and felt the rewards of professional achievement were worth the required effort and sacrifices. (Journal)

228. Lobodzinska, B. Married women's gainful employment and housework in contemporary Poland. Journal of Marriage and the Family, 1977, 39, 405-416.

In Poland over 70 percent of married women are gainfully employed. They perform traditional female roles as wives, mothers and housekeepers, as well as the modern role of employee. This phenomenon is common in the urban population. Coping with both roles at the same time has important social consequences for women, such as family and career conflict. Relationships between these roles have a variety of forms and involve considerations such as the time-consuming Polish household and the scarcity of male assistance in taking care of home and family. Efforts by the state to solve these problems have been unsatisfactory. Under such circumstances, the large percentage of women employed indicates that women are fulfilling their emancipatory aspirations as well as helping their families financially. (Journal)

229. Locke, H. J. & Mackeprang, M. Marital adjustment and the employed wife. American Journal of Sociology, 1949, 54, 536-538.

No significant difference between the marital adjustment of wives who are engaged in full-time employment and that of those who are engaged in full-time homemaking was found in this study. Nor was a difference found in the marital adjustment of the husbands of the two groups of wives. (Journal)

230. Loken, B. & Fishbein, M. An analysis of the effects of occupational variables on child-bearing intentions. Journal of Applied and Social Psychology, 1980, 10, 202-223.

Recent studies have indicated that the relationship between family size and occupational variables (e.g., work status, occupation, total number of years worked, career decisions) may be influenced by a number of different variables. The present study uses Fishbein's Theory of Reasoned Action to analyze the effects of different occupational variables on the beliefs, attitudes, and subjective norms that underlie intentions to have a child (within the next 3 years). Consistent with the theory, occupational variables were significantly related to child-bearing intentions only if they were related to attitudes toward having a child and subjective norms. Furthermore, these latter relationships were themselves dependent upon relations between the occupational variables and underlying beliefs, evaluations, and motivations to comply. As expected, different occupational variables influenced intentions in different ways. Thus, Fishbein's theory allows a means for identifying the loci of effects of occupational variables on childbearing intentions. Finally, the two components of the model were sufficient to predict childbearing intentions; in general, occupational variables did not contribute to prediction of childbearing intentions over and above childbearing attitudes and subjective norms. (Journal)

231. Lopata, H. Z. & Norr, K. F. Changing commitments of American women to work and family roles. Social Security Bulletin, June 1980, 43, 3-14.

This article, based on a study of Chicago-area women aged 25-54, concentrates on six major dimensions of women's involvement in employment and family roles. First, it breaks new ground in exploring women's attitudes about social security and retirement expectations. Second, it documents cohort changes in overall life patterns, employment, and family role involvements from age 19 to the period studied. The article also focuses on four aspects of those life patterns especially relevant to the social security program: changing levels and patterns of education and job training, factors related to employment rates, differences between full-time homemakers and employees, and a detailed examination of the women's occupations. The study shows that neither social security policies nor retirement plans are matters of everyday concern to the women. Those who believe that social security policies are unfair hold widely differing and partially conflicting views on why and for whom they are unfair. Low-income women often emphasize that their benefits are too small; those involved in jobs or careers emphasize unfairness to different groups. (Journal)

232. Lueptow, L. Parental status and influence and the achievement orientations of high school seniors. Sociology of Education, 1975, 48, 91-110.

In a population of 3,461 high-school seniors, achievement values were higher among females than males, were related to parental socioeconomic status and area of residence and to educational performance and aspiration. Elaboration of the association between parental characteristics and student achievement scores resulted in two important interpretations. First, achievement values of males but not females, depended upon the combination of internal family influence and external status. Secondly, the elaboration suggested that male achievement value-orientations may be due to internal family socialization processes, but those of females to external influences. The consistency of findings on the interaction of influences within the family and external status of this and other studies, even when various measures of achievement patterns are used, suggests the importance of family interaction processes in achievement orientations and questions the validity of treating motive, value, and aspiration as discrete aspects of an achievement syndrome. (Journal)

233. Lueptow, L. McClendon, M. & McKeon, J. Father's occupation and son's personality: Findings and questions for the emerging linking hypothesis. The Sociological Quarterly, 1949, 20, 463-475.

In the past decade an impressive body of research has accumulated on the association between social structure and personality. An important development in that literature has been the emergence of a linkage hypothesis relating the personality of the child to the characteristics of the father's occupation through the intervening linkages of father's personality and family socialization. This study uses survey data from senior males in twenty high schools to make a partial test of the occupational linkage hypothesis. We examine the relationship between the occupational complexity of the father's job and the son's achievement patterns and work orientations while controlling for the related variables of family income, father's education, and occupational status. The findings and interpretations raise questions for the occupational linkage hypothesis. When related extrinsic aspects of the father's occupation are controlled adequately, there are no direct relationships between the substantive complexity of the father's job and son's personality as measured in this study. Thus, we conclude that previous research findings on the occupational linkage hypothesis are open to alternative interpretations and that satisfactory evidence for the full, cross-generational linkage hypothesis does not yet exist. (Journal)

234. Mace, D. The employed mother in the U.S.S.R. Marriage and Family Living, 1961, 23, 330-334.

Unlike her American counterpart, the employed mother in the U.S.S.R. experiences little if any conflict in her two roles. The government does all it can to help working mothers by providing day care, maternity leave, and rights for pregnant and nursing employees. In Russia, the employment of mothers is considered good for the country, for the woman, and for the children. The author suggests that Soviet husbands may not be as accepting of this purported sexual equality as the state. Data indicates that women spend more time on household tasks than men. Thus Soviet women, whose burden of childcare is lessened, are still burdened with sex-typed domestic tasks which preclude complete sexual equality.

235. Maddison, D. Stress on the doctor and his family. Medical Journal of Australia, 1974, 2, 315-317.

There have always been many pressures upon doctors. There might be a good deal of contention about whether: (a) these stresses are increased in contemporary conditions; (b) some of these problems stem from the doctor's own personality attributes, and thus might have to be examined and ameliorated by attention to personality factors; and whether (3) present circumstances create a particular mismatching for many doctors between their own psychological needs and the sociopolitical context of contemporary medicine. Research studies are few and mainly unsatisfactory: "Of the myriad of topics appropriate to medical research, the physician himself must rank with those least studied" (Zabarenko et alii, 1970). (Journal)

236. Marks, S. R. Multiple roles and role strain: Some notes on human energy, time, and commitment. American Sociological Review, 1977, 42, 921-936.

Sociologists generally invoke a natural "scarcity" approach to human energy, stressing the overdemanding nature of multiple roles. In contrast, a seldom used "expansion" approach provides an energy-creation theory of multiple roles rather than a "spending" or "drain" theory. Empirical literature only partially supports the scarcity approach view that multiple roles inevitably create "strain." Moreover, human physiology implies that human activity produces as well as consumes energy. We need a comprehensive theory that explains both the scarcity and the abundance phenomenology of energy. Such a theory requires careful analytical distinctions between time, energy, and commitments. It is argued that particular types of commitment systems are responsible for whether or not strain will occur. A theory of scarcity excuses explains how strain or overload is generally rooted in one such system. Scarcity excuses get implicit support from scarcity theories and a sociology of these theories suggests their ideological basis. (Journal)

237. Marshall, J. & Cooper, C. L. The mobile manager and his wife. Management Decision, 1976, 14, 179-225.

This is a study of the factors leading to stress/anxieties and satisfactions in the relocation of executives and their families. A number of variables make moving a more or less painful business for the manager concerned. The attitudes of the manager, his wife and children are seen to be balanced or exacerbated by the particular "life stage" or "career stage" they have reached. It is suggested that companies should try to phase moves to take this into account. The wife is seen as the greatest potential sufferer of a domestic upheaval; her attitude and personality are lynch-pins of the successful mover. The role of the local community and area is also explored. From this survey of a selected sample of "mobile professionals" the authors come to the conclusion that companies themselves can do more to relieve the potential anxieties and pressures of the relocated manager and his family. (Journal)

238. Mathews, S. M. The effects of mothers' out-of-home employment upon children's ideas and attitudes. Journal of Applied Psychology, 1934, 18, 116-136.

Using a matched sample of 200 children of working and non-working mothers, this study assessed children's perceptions of home conditions, and their attitudes toward them. Data revealed more differences in conditions than in attitudes, which were fairly consistent regardless of whether children came from broken or non-broken homes, or had working or non-working mothers. Girls were generally more approving of maternal employment than boys, however, 89% of children of working mothers thought that their mothers should be home most of the time, while 40% approved of maternal employment. Overall, findings indicate that children of working mothers are not miserable but have adapted to home conditions which differ significantly from homes in which the mother is not employed.

239. Matthaei, J. A. Consequences of the rise of the two-earner family: The breakdown in the sexual division of labor. The American Economic Review, 1980, 70, 198-202.

The entrance of increasing numbers of married women into the labor force with the rise of the two-earner family in the twentieth century are well documented. This article analyzes the significance of these developments for American economic and social life by placing them within a conceptual and historical framework, arguing that they represent the breakdown of the sexual division of labor. The feminist movement has helped make major transformations in the sexual division of labor, including direct attacks on its expression in the labor force, the sex-typing of jobs. However, the tenacity of the sex-typing of jobs is quite strong in spite of these attacks. The author advocates an entire reconstruction of economic life in order to achieve the construction of the full person and family.

240. Maynard, C. E. & Zavacki, R. A. Mobility and the dual career couple. Personnel Journal, 1979, 58, 468-472.

The problem of mobility and the dual-career family is a knotty one. The author suggests that personnel managers should recognize the changing composition of the work force and examine their personnel policies in light of the increasing number of dual-career couples. Those firms which are becoming more understanding and flexible in making special arrangements for couples have generally benefited by increased commitment and interaction. Strengthened communications between marriage partners and between employee and company are imperative.

241. Maynard, P., et al. Family life and the police profession: Coping patterns wives employ in managing job stress and the family environment. Family Relations, 1980, 29, 495-501.

Family life in the police profession is stressful. This study examines the coping strategies wives employ in the management of the hardships associated with this style of life. The coping patterns of Developing Self Reliance, Accepting the Demands of the Profession, Building Social Support, and Maintaining Family Integration, reported by 42 wives, were associated with specific dimensions of family functioning--Interpersonal Relationships, Personal Growth and System Maintenance. The importance of coping as a meaningful target for family counselors and prevention oriented family life educators is underscored. (Journal)

242. McAllister, R., Butler, E. & Kaiser, E. The adjustments of women to residential mobility. Journal of Marriage and the Family, 1973, 35, 197-204.

This paper examines the hypothesis that residential mobility is disruptive of social relations; and it seeks to identify patterns of adaptation which emerge from that disruption. Among other things, it is found that women who moved between 1966 and 1969 were more frequently sociable both before and after their move than those who did not move. Further, differential patterns of disruption hold for intra- and extra-neighborhood contacts. There is, in addition, a period of heightened social interaction on the part of the most recent movers. Spatial mobility, it is concluded, does exert changes on the social lives of women in households. (Journal)

243. McCall, S. H. Meet the workwife. Journal of Marketing, 1977, 41, 55-65.

Managers have typically concentrated on the legal aspects of women in the work place and have overlooked the marketing dimension of women in their market place. This article addresses the impact on consumer behavior of the female working population, who not only have new needs, but also less time to satisfy them. It is necessary for management to get in tune with the needs and attitudes of the working woman in this country in order to design appropriate research for products or services in the potential markets of women.

244. McCord, J., McCord, W. & Thurber, E. Effects of maternal employment on lower-class boys. Journal of Abnormal and Social Psychology, 1963, 67, 177-182.

Repeated direct observations of 149 boys from 140 intact, lower-class families during a period of approximately 5 years were used to check differences in family structure and child rearing techniques of 45 working and 95 non-working mothers. Comparisons showed no statistically significant differences in social status, father's stability, parental dominance, or emotional tone of parental interaction. The effects of maternal employment on personality development seemed largely dependent on the family milieu: (a) In stable homes, maternal employment appears to decrease the father's status and sibling rivalry and to increase sexual anxiety. (b) In unstable homes, maternal employment tends to decrease the father's status and sibling rivalry while increasing dependency and criminality. The authors conclude that maternal employment has different meanings to the child in stable as compared to unstable homes: in the former, it appears only to equalize status between the sexes and make sex role adjustment more difficult; in the latter, it may be interpreted by the child as rejection. (Journal)

245. McCubbin, H., Joy, C., Cauble, A., Comeau, J., Patterson, J. & Needle, R.
Family stress and coping: A decade review. Journal of Marriage and the Family, 1980, 42, 855-871.

Hill's ABCX family crisis framework has continued to serve as the foundation for the research and theory building efforts of the past decade of family stress investigations. Research conducted to date reveals a concerted effort to identify which families, under what conditions, with what resources, and involving what coping behaviors are better able to endure the hardships of family life. Four major domains of research are underscored: family response to non-normative events (e.g., wars, disasters, illness); family response to normative transitions over the life span (e.g., parenthood, retirement); the nature and importance of family psychological resources and perceptions; and the nature and importance of social support and coping in the management of stress. The future prospects for research and theory building in this important domain are discussed. (Journal)

246. Meissner, M., Hunphreys, E., Meis, C. & Scheu, J. No exit for wives: Sexual division of labor and the cumulation of household demands. Canadian Review of Sociology and Anthropology, 1975, 12, 424-439.

Two conflicting arguments on the sexual division of household labour are formulated: an 'adaptive partnership theory' and a 'dependent labour theory.' Workday and weekend time budgets of several hundred married couples in Greater Vancouver are analysed in order to choose the most adequate of the two arguments. The results of the analysis are consistent with the theory of married women's dependent labour. They make the theory of adaptive partnership implausible, as the conduct of husbands remains insensitive to the cumulation of demands on the household, of wives' employment, extended job hours, and young children. (Journal)

247. Miao, G. Marital instability and employment among whites and non-whites. Journal of Marriage and the Family, 1974, 36, 77-86.

The Moynihan Report has been extensively criticized on both methodological and substantive issues. One interesting aspect of the Moynihan Report which has not been investigated further is the relationship between yearly fluctuations in the unemployment rate and the rate of marital instability. This relationship ceased to exist in nonwhites in the early 1960's. Examination of comparable data on whites reveals a similar trend: fluctuations in unemployment and marital instability are related in the 1950's but not in the 1960's. A number of possible explanations are explored. (Journal)

248. Michel, A. Comparative data concerning the interaction of French and American families. Journal of Marriage and the Family, 1967, 29, 337-352.

From research conducted with 550 French urban families, interviewed according to a random sample, some data concerning the husband's authority and marital satisfaction of the woman are presented here. The comparison of these data with the data collected in 1955 by Robert Blood and Donald Wolfe among 909 American families in Detroit shows that the trend of husband's authority is the same in France and in the United States, according to the respective resources of each spouse. Marital satisfaction of the woman follows the same trend here and there with marital interaction but differs with the husband's income.

249. Michman, R. D. The double income family: A new market target. Business Horizons, 1980, 23, 31-37.

Marketers are becoming increasingly aware that the double income family, one where both husband and wife work full time, is an important new target market. Yet, the implications of this fact of economic life on buying patterns and marketing strategies have received relatively little emphasis. This article examines the new patterns in purchasing decisions and in shopping behavior caused by the increasing number of professional women in the labor force.

250. Middleton, R. & Putney, S. Dominance in decisions in the family: Race and class differences. American Journal of Sociology, 1959-1960, 55, 605-615.

In the making of minor family decisions among forty married couples in four groups—white professors, white skilled workers, Negro professors, and Negro skilled workers—no significant differences were found in the relative dominance of husband and wife. Neither were there significant differences in dominance between groups on specific problems. Contrary to expectation, the equalitarian pattern appeared to predominate in all four groups. A comparison of families with working wives and families with non-working wives revealed surprisingly that the non-working wives were more dominant in decision-making than the working wives in all areas studied except purchases and living standards, where there was no significant difference. (Journal)

251. Model, S. Housework by husbands: Determinants and implications. Journal of Family Issues, 1981, 2, 225-237.

Women continue to carry disproportionate responsibility for household tasks. A study of 650 Detroit women reveals that attitudes, employment status, life cycle, and husband's income all contribute to husband's housework effort. Some evidence is presented that the greater the earnings differential of husband over wife, the less he contributes in help at home. (Journal)

252. Moen, P. Family impacts of the 1975 recession: Duration of unemployment. Journal of Marriage and the Family, 1979, 41, 561-572.

Using the Michigan Panel Study of Income Dynamics, this study examines the likelihood of extended joblessness for breadwinners who were unemployed during the recession of 1975. Both husband-wife and female-headed families with children under 18 are included in the analysis. Using log-linear techniques, several factors are found to increase the probability of unemployment lasting 15 weeks or more. A contextual variable, the county unemployment rate, is negatively related to extended joblessness; the "hard-core" unemployed have trouble getting reemployed even under favorable economic conditions. Women who head families are more likely to be unemployed for an extended period than are male breadwinners. Family heads with young children (under six) are more likely to be unemployed 15 weeks or more than are breadwinners of families at later stages of the life cycle. Policy considerations to lessen the potential for prolonged joblessness of breadwinners are discussed. (Journal)

253. Moen, P. Measuring unemployment: Family considerations. Human Relations, 1980, 33, 183-192.

Unemployment statistics are based on aggregates of individuals, not families, yet the family as a unit suffers from unemployment—especially of the major wage earner. This paper explores the ramifications of using the individual rather than the family as the unit of analysis. Two issues in particular are discussed: the tendency to equate employment/unemployment with family economic well-being and the narrow operationalization of the term "unemployed." Policy implications in the form of additional indicators are discussed. (Journal)

254. Moore, S. G. Working mothers and their children. Young Children, 1978, 34, 77-84.

In general, there is very little evidence to suggest pervasive negative effects of maternal employment outside the home on the behavior and development of school age children. Little is known, however, about the effects of maternal employment on young children, especially the short-term or long-term effects of various alternative care arrangements for children who are not yet in school. More is needed to be known about the role of mediating factors relating to a mother's decision to work, including career ambitions, inflation, and family crisis. The new norm for women in general, and mothers in particular, the author suggests, is liberating. She points out that an ideal state of affairs would be to provide women and men with as many alternatives as possible. This may increase the number of satisfied parents, and, in turn, have a positive influence on their children.

255. Mortimer, J. Social class, work and the family: Some implications of the father's occupation for familial relationships and sons' career decisions. Journal of Marriage and the Family, 1976, 38, 241-254.

The effects of both vertical and nonvertical dimensions of fathers' work on family relations and vocational socialization are explored through a multivariate analysis of data from several hundred male participants in the 1962-1967 Michigan Student Study. Closeness to father emerged as an important, structurally-related intervening variable, mediating the transmission of different occupational reward values, depending on the situs, prestige, and functional focus of his work. In more prestigious occupational origin groups, closeness was associated with non-vertical patterns of intergeneration occupational movement. The analysis suggested that the combination of a prestigious paternal role model and a close father-son relationship engenders the most occupationally-differentiated vocational socialization. (Journal)

256. Mortimer, J., Hall, R. & Hill, R. Husbands' occupational attributes as constraints on wives' employment. Sociology of Work and Occupations, 1978, 5, 285-313.

This paper draws attention to the implications of the husband's occupational role for the wife's employment by reviewing a widely dispersed literature. It is argued that central attributes of the husband's work role limit the sharing of family work and put pressure on the wife to participate in the "two-person career," thereby limiting her own occupational participation and attainment. The socioeconomic rewards, career patterns, temporal requirements, geographical mobility pressures, and sex-typing of the husband's occupation are considered. Research is called for to investigate systematically: (1) the impacts of husbands' occupational attributes on wives' employment decision-making; (2) the effects of the "two-person career" pattern on men's, women's, and families' socioeconomic attainment; and (3) the new patterns of work and family integration that may be currently emerging. (Journal)

257. Motz, A. B. The roles of married women scientists. Marriage and Family Living, 1961, 33, 574-577.

The conflicting roles of scientist and housewife are contrasted, showing the roles to be almost antithetical. While the scientist's role is one of objectivity, specialization and creativity, the housewife role is ambiguous, expressive, and multi-specialized. The author suggests that role conflict and the accompanying stress and strain associated with the combination of these two roles is a social rather than individual problem, for cultural contradictions are involved.

258. Mugford, S. & Darroch, D. B. Marital status and female achievement in Australia: A research note. Journal of Marriage and the Family, 1980, 42, 653-656.

This paper examines the relationship of the marital status of Australian women to relative occupational success and to postsecondary education. As predicted, occupational success is associated with single status, but the relationship is not statistically significant. The relationship between education and single status, however, is significant. These results are similar to results obtained in U.S. studies. While acknowledging that marriage impedes career advancement, results in this study also support explanations suggesting that single status may result from educational success rather than vice versa. (Journal)

259. Murray, T. J. Who is the executive wife? Dun's Review, 1979, 113, 119-122.

The author discusses and criticizes Maryanne Vandervelde's book, The Changing Life of the Corporate Wife. Vandervelde contends that the corporate wife sacrifices herself to accommodate her husband, and consequently, suffers from a disproportionate amount of emotional problems. She urges corporate wives to be selfish and to put their own needs first. Murray criticizes her book on her lack of evidence for the claims she makes. She fails to show that emotional disorders of corporate wives differ from those of other wives, in frequency or degree, and her surveys and interviews do not indicate the rampant dissatisfaction that she assumes. Her data fail to show that attitudes toward the corporate wife have changed greatly, despite her contention that male executives have become more sensitive to their wives' needs.

260. Myers, G. Labor force participation of suburban mothers. Journal of Marriage and the Family, 1964, 26, 306-311.

Maternal employment reflects an important aspect of the emerging type of family found in suburban areas. This study reports on data from a sample survey of 947 junior and senior high school students for three suburban school districts of Seattle, Washington. Attention is directed toward such factors associated with mothers working as type of suburban area in which the family resides, father's occupational level, educational level of the mother, and various features of the sibling structure. A strong negative relationship between working and father's occupational level is found, which largely accounts for the variation in employment rates between suburban areas. The other characteristics are shown to be related, but to a lesser extent, to maternal employment. (Journal)

261. Newberry, P., Weissman, M. M. & Myers, J. K. Working wives and housewives—Do they differ in mental status and social adjustment? American Journal of Orthopsychiatry, 1979, 49, 282-292.

Matched groups of working wives and housewives drawn from a community sample did not differ on current and past psychiatric symptoms, diagnosis, treatment, and social functioning. They did differ markedly on enjoyment in and satisfaction from their work. The working women derived considerably more satisfaction from their outside jobs than either they or the housewives did from their work in the home. (Journal)

262. Niemi, A. W. Jr. The impact of children on female earnings. Journal of Comparative Family Studies, 1978, 9, 83-91.

This article attempted to approximate the economic costs incurred by women as the result of childbearing and rearing in various family-domestic situations. The results indicate that for many females with low educational attainment it is most economical to stay at home until children reach school age. For many females with high educational attainment it is most economical to put children in daycare centers and return to the labor force as soon as possible. The estimates suggest that these are generally the most realistic procedures from the standpoint of maximizing female earnings. However, there are many factors involved in the decision to participate in market employment that are not reflected in these estimates which must be taken into account. For example, the concern for child development and the quality of home life may discourage labor force participation for many females.

263. Nord, W. R. & Costigan, R. Worker adjustment to the four day week: A longitudinal study. Journal of Applied Psychology, 1973, 58, 60-65.

A longitudinal, exploratory study of employee responses to the four-day work week was conducted in a medium-sized pharmaceutical company. While reactions were generally positive, the patterns of response changed with time. After 1 year, differing effects of the four-day week seemed to be associated with job pace, worker plans to use their leisure time, and age. Absenteeism decreased after the change and declined more 1 year later, and workers reported sleeping less and having more unfavorable effects on home life. Women reported more favorable effects on home life and task-oriented plans than men. (Journal)

264. Ogden, S. R. & Bradburn, N. M. Working wives and marriage happiness. American Journal of Sociology, 1969, 74, 382-407.

A woman's freedom to choose among alternative life styles is an important predictor of happiness in marriage. Both partners are lower in marriage happiness if the wife participates in the labor market out of economic necessity than if she participates by choice. This finding holds across educational levels, stages in the life cycle, and part-time and full-time employment. Among the less educated, the strain comes from an increase in tensions for husbands and a decline in sociability for wives; while among the better educated, husbands and wives both experience an increase in tensions and a decrease in sociability. A woman's choice of the labor market over the home market strains the marriage only when there are preschool children in the family. At other stages in the life cycle, the choice between the labor market and the home market makes little difference in an individual's assessment of his own marriage happiness. However, the labor market choice is generally associated with a higher balance between satisfactions and tensions for both husbands and wives. (Journal)

265. Okeyo, A. P. Women in the household economy: Managing multiple roles. Studies in Family Planning, 1979, 10, 337-343.

The following article describes the strategies of a group of rural Kenyan market women for coordinating their various family responsibilities: subsistence production, income generation, child rearing, and household maintenance. By approaching the study of these women through their income-generating role, which is essential to the performance of their other roles, this analysis provides an important entree for understanding all aspects of women's behavior. (Journal)

266. O'Leary, V. E. Some attitudinal barriers to occupational aspirations in women. Psychological Bulletin, 1974, 81, 809-826.

A review of the literature is presented focusing on those attitudinal barriers which may interact to inhibit the woman worker from engaging in the kinds of achievement-directed behavior necessary to ensure her promotion into managerial positions. Some of these factors, such as societal sex role stereotypes and attitudes toward competency in women are external to the woman herself but may create barriers to her job-related aspirations. Internal factors include fear of failure, low self-esteem, and role conflict as well as the perceived consequences and incentives for engaging in achievement-related behaviors. Implications for further research and application of these findings are discussed. (Journal)

267. Olson, J. T. Role conflict between housework and childcare. Sociology of Work and Occupations, 1979, 6, 430-453.

Twenty-seven mothers of preschool children were interviewed to determine what degree of conflict they experienced between the tasks of housework and childcare. The components and consequences of housework-childcare conflict are examined on both social-psychological and structural levels with application to both theoretical and practical considerations. (Journal)

268. Olson, J. T. The impact of housework on childcare in the home. Family Relations, 1981, 30, 75-81.

Findings from exploratory interviews suggest that the performance of the family role of "housekeeper" influences the performance of the family child care role when the two are carried out by the same individual. In particular, the amount of housework help influences the frequency of negative interaction between adult and child, whereas housework importance influences (a) the frequency of adult-child leisure, (b) the kinds of restrictions imposed on children, and (c) the willingness of the caretaker to respond to a child when in the midst of a household chore. Such findings encourage more complete exploration of the interrelatedness of specific family roles, and constitute an argument for increased role-sharing between husbands and wives. (Journal)

269. Oppenheimer, V. The life-cycle squeeze: The interactions of man's occupational and family life cycles. Demography, 1974, 11, 227-245.

This paper is concerned with analyzing one structural source of pressure for wives to contribute to family income. This is the "life-cycle squeeze"—the situation where a man's resources are inadequate to meet the needs engendered by the number and ages of his children. Studies of how economic needs vary by family life-cycle stage indicate that one high point of need occurs when men are in their forties and early fifties. However, 1960 Census data on earnings patterns by age indicate that in only relatively high-level professional, managerial and sales occupations do average earnings peak at the same time family income needs are peaking. For most blue-collar and many medium- and low-level white collar occupations, median earnings are highest for younger men, and men at an age when family costs are at their maximum are earning somewhat less, on the average. As a consequence, the families of such men run the risk of a deterioration in their level of living unless an additional income is brought into the household. (Journal)

270. Oppenheimer, V. K. The sociology of women's economic role in the family. American Sociological Review, 1977, 42, 387-406.

This paper examines Parsons' argument that wives' socioeconomic contributions to their families are, of necessity, minor in our society and that to the extent a wife does work, family stability requires that it be at a lower occupational level than her husband's. A reassessment of the theoretical considerations involved indicates that Parsons' preoccupation with the potentiality for status competition and conflict between working spouses has led to a distorted view of the problem of status consistency within the family. The argument presented here is that, if the wife is to work, it is important that her occupation reflect favorably on the family's socioeconomic position and this need for status maintenance, if not improvement, offsets the presumed need for her occupation not to be status threatening. In addition, it is suggested that Parsons overestimated the amount of disruptive competition which would necessarily occur if both the husband and wife worked. Some empirical evidence is presented to support this alternative view of women's socioeconomic role in the family. (Journal)

271. Orthner, D. K., Brown, J. & Ferguson, D. Single parent fatherhood: An emerging lifestyle. Family Coordinator, 1976, 25, 429-437.

This paper examines the growing phenomenon of fathers being primarily parents due to widowhood, divorce, separation, or adoption. Changes in mortality rates, legal custody arrangements, and adoption procedures are analyzed as primary factors in altering the composition of single-parent fathers in the population. Interviews with 20 single-parent fathers consider the successes and strains they experience in childrearing, in using compensatory services, and in their own adult life style. Recommendations for supportive services and programs needed by these fathers are presented. (Journal)

272. Papanek, H. Men, women and work: Reflections on the two person career. American Journal of Sociology, 1973, 78, 852-870.

Papanek discusses some of the aspects of American women's "vicarious achievement" through their husbands' jobs in a special combination of roles which she calls the "two person single career." It is intimated that many wives suppress or divert their own professional ambitions and choose occupations not closely related to their husband's. Papanek also asserts that many institutions, in order to protect the fragile male self-esteem, have channeled women into "direct assistance" careers, such as research assistant and secretary. Gradually, however, a series of underlying stresses experienced by women should become more visible, and as a result changes in the American patterns of women's employment will evolve.

273. Pearce, D. The feminimization of poverty: Women, work and welfare. The Urban and Social Change Review, 1978, 11, 28-36.

This article investigates the reasons why poverty is rapidly becoming a female problem. Specifically, what the economic and social consequences are of being female that result in higher rates of poverty. Two aspects of the feminization of poverty are explored: (1) the role of different sources of income--earned income, public and private transfer income in allowing women's poverty, and (2) the role of the welfare system in perpetuating the women's poverty.

274. Pearlin, L. I. Status inequality and stress in marriage. American Sociological Review, 1975, 40, 344-357.

Emotional stresses that are experienced in marriage are traced to differences in spouses' status origins. Linking status differences to such stress are a number of intervening conditions. People to whom status advancement is important and who have married mates of lower status are apt to have a sense of loss that leads, in turn, to a disruption of reciprocity, expressiveness, affection and value sharing in marital exchange. Such disruptions then act as immediate antecedents to emotional stress. It is through this process that the status order of the larger society can reach out to have a deleterious influence on the emotional states arising out of marital transactions. (Journal)

275. Pearlin, L. I. & Kohn, M. L. Social class, occupation, and parental values: A cross-cultural study. American Sociological Review, 1966, 31, 466-479.

Despite the considerable difference between Italian and American parents' values for their children, social class is related to parental values in much the same way in both countries. Middle-class parents in both Italy and the United States are more likely to value the child's self-direction, working-class parents the child's conformity to external proscriptions. Three aspects of occupation--the closeness of supervision to which a man is subjected, whether he works principally with things, with people, or with ideas; and the degree of self-reliance his job requires--are each related to parents' values for their children. Together they account for a large part of the difference between middle- and working-class parents' values, especially for fathers. (Journal)

276. Parrucci, C. C., Potter, H. R. & Rhoads, D. L. Determinants of male family-role performance. Psychology of Women Quarterly, 1978, 3, 53-66.

Three competing hypotheses are tested regarding determinants of husband's (vs. wife's) participation in 12 selected household/child-care activities. The research utilizes interview responses of husbands, although it compares responses of both husbands and wives in a proportionate stratified area-probability sample from adjacent midwestern cities. The socialization-ideology hypothesis receives the strongest, albeit modest, support of the three hypotheses. Only marginal support is found for the relative husband/wife resources hypothesis, emphasizing professional employment of wives. No support is found for the time availability hypothesis. Implications for the further integration of work and family roles for men are considered. (Journal)

277. Peterson-Hardt, S. & Burlin, F. D. Sex differences in perceptions of familial and occupational roles. Journal of Vocational Behavior, 1979, 14, 306-317.

Women's lower achievement level in the professions is explained by the Multiple Role Negotiation perspective as resulting from the difficulty in balancing the "active" or demanding roles of wife/mother and a high level professional role. The Value Difference perspective, on the other hand, explains this differential achievement as resulting from differences in degree to which women value professional roles and their familial role, with perceptions of "demand" serving only as "excuses" to mask values. To explore the assumptions of each position three research questions are posed and 33 first-year students in a professional program are surveyed. The findings reveal that neither males nor females perceive the female familial role as the "more active" one; females, however do anticipate less career advancement, value the higher level role less, and also perceive it as a more demanding role than the lower level role. (Journal)

278. Philliber, W. W. & Hiller, D. V. The implication of wife's occupational attainment for husband's class identification. The Sociological Quarterly, 1978, 19, 450-458.

Drawing upon research indicating that the subjective class identifications of working wives are to a considerable extent the results of their own occupational attainments, this study seeks to determine if husbands of working wives also derive perceptions of status from their wives' occupational attainments. Regression analysis is conducted on a subset of husbands of working wives in three General Social Surveys gathered from 1973 to 1975. A husband's level of subjective class identification is unaffected by the occupational achievements of his working wife. If husbands and wives derive perceptions of status from different sources, then they may not perceive themselves as sharing the same level of status in society. (Journal)

279. Philliber, W. W. & Hiller, D. V. A research note: Occupational attainments and perceptions of status among working wives. Journal of Marriage and the Family, 1979, 41, 59-62.

Data from six national surveys are combined and analyzed to determine how pervasive the effects of occupational attainments are on the status perceptions of working wives. The results indicate that the effects are limited to women married to men with middle-class jobs. Women married to husbands with working-class jobs do not change their perceptions of their social status on the basis of their job attainments. (Journal)

280. Piotrkowski, C. S. & Crits-Christoph, P. C. Women's jobs and family adjustment. Journal of Family Issues, 1981, 2, 126-147.

This study investigated the relationship between multiple characteristics of women's jobs and their family adjustment in a sample of 99 women in dual-earner families. Six work-related variables were considered simultaneously as predictors of family adjustment: intrinsic job gratification, satisfaction with job security, job-related mood, time spent at work, occupational prestige and salary. The results were consistent with the hypothesis that women's paid work lives influence their family adjustment. Women's experiences of their work were significantly related to two of three measures of family adjustment. Salary was negatively associated with satisfaction with family relations for women in low-status occupations only. Time spent at work and occupational prestige showed no significant associations with reported adjustment. Of the three indicators of family adjustment, marital satisfaction appeared to be relatively immune from work influences. We hypothesize that the marital relationship may be less sensitive to women's paid work than are other aspects of their family relations. (Journal)

281. Pleck, J. H. The work-family role system. Social Problems, 1977, 24, 417-427.

The male work role, the female work role, the female family role, and the male family role, are conceptually analyzed as components of the work-family role system. The links among these roles are examined. I then analyze two kinds of structural "buffers" in the linkages among these roles, specifically, sex-segregated labor markets for both paid work and family tasks, and asymmetrically permeable boundaries between work and family roles for each sex. Finally, several issues in the future development of a less sex-segregated work-family role system are considered. (Journal)

282. Poloma, M. M. & Garland, T. The married professional woman: A study of the tolerance of domestication. Journal of Marriage and the Family, 1971, 33, 531-540.

The fact of discrimination against the woman in our society continues to accrue documentation in social science literature. It is our contention, however, that the thesis of inequality between the sexes is usually incompletely presented. The institutionalized role of women in the family (and the woman's acceptance of her traditional role) may continue to impede their achievement of equality in spite of attempts to change the economic structure of our society. Data from a recent study of dual-profession couples on the woman's desire for an egalitarian family, her career orientation, and her perception of discrimination are used to support the "tolerance of domestication" thesis. (Journal)

283. Poloma, M. M., Pendleton, B. F. & Garland, T. M. Reconsidering the dual-career marriage: A longitudinal approach. Journal of Family Issues, 1981, 2, 205-224.

The topic of dual-career families has been approached by numerous researchers since the publication of Rapoport and Rapoport's (1969) pioneering work. Most have utilized a cross-sectional research design. This article attempts to add a longitudinal dimension by reporting data collected in 1977 from 45 professional women who were originally interviewed in 1969. Their career and family patterns are investigated in terms of the family life cycle proposed by Duvall (1971) and a fourfold typology introduced here. It appears that the professional careers of these women have been influenced to some extent by marriage, but to a considerable extent by the presence of children. Many of the respondents voiced the opinion that while combining a professional career, marriage, and motherhood is very appealing in ideal terms, in reality it may require a "superwoman" to do so in the face of current American cultural norms.

284. Pool, D. I. Changes in Canadian female labor force participation and some possible implications for conjugal power. Journal of Comparative Family Studies, 1978, 9, 41-52.

In analyses of conjugal relations, emphasis is often laid on the links between female labor force participation and the relative amount of leverage enjoyed by wives in situations where bargaining occurs. Generally, the greater the resources of a wife the more her power, and the more egalitarian the marriage. The aim of this study was to evaluate whether female labor force participation has increased in Canada. Conjugal power was measured in terms of decisions facing families: (a) relatively minor decisions, such as household expenses and (b) two major decisions, a job change by the husband; and a decision for the family to move. It was found that changes in labor force participation of women were less than is suggested by empirical data. In addition, at least in rural Canada, female labor force participation took the form of involvement in family economic units. Thus, the evolution towards egalitarian family structures may not be entirely valid, at least for Canada.

285. Pospisil, V. C. Problems of dual-career marriages. Industry Week, Nov. 15, 1976, 191, 86-89.

This article examines some of the problems and pressures often encountered by dual-career couples. Transfers, travel, and long hours on the job present a great deal of difficulty in even the most successful relationships. The author stresses that it is important for couples to plan for the demands of business careers. Subjects such as learning to deal with success, the impact of job loss on a family, travel, and relocation are important issues for dual-career couples to discuss.

286. Presser, H. B., Baldwin, W. Child care as a constraint on employment: Prevalence, correlates, and bearing on the work and fertility nexus. American Journal of Sociology, 1980, 85, 1202-1213.

This study examines the extent to which the unavailability of satisfactory child care is a constraint on employment for mothers with children under five years of age. It also explores some of the social and demographic correlates of constraint and the role child care plays in the relationship between labor-force participation and fertility. The analysis is based on data from the June 1977 Current Population Survey for the United States. A substantial minority of mothers with young children, both nonemployed and employed, feel that if child care were available at reasonable cost, they would seek employment or work more hours. Child-care constraint seems to be most prevalent among mothers who are young, black, single, with low education and with little income. The relatively low fertility expectations among those prevented from working by the unavailability of child care suggests that not just current employment, but also the intention or desire to work, is related to fertility behavior. The differential in births expected by labor-force status is minimized by the inclusion of "constrainees" with the nonemployed. (Journal)

287. Preston, S. H. & Richards, A. T. The influence of women's work opportunities on marriage rates. Demography, 1975, 12, 209-222.

Several authors have argued that increased work opportunities for women have helped to produce a reduction in the average age at marriage in the United States. This paper tests this proposition on data for the 100 largest SMSA's in 1960. Using ordinary least-squares regression, we find that areas of relatively attractive female employment opportunities had relatively low proportions of women ever married in the age interval 22-24. Other variables significantly related to the proportion married in an SMSA are its sex ratio, percent Catholic, and number of inhabitants. A decline in the sex ratio and improvements in female employment opportunities appear to have been equally influential in producing declines in proportions married between 1960 and 1970. (Journal)

288. Price-Bonham, S. & Murphy, D. C. Dual career marriage: Implications for the clinician. Journal of Marital and Family Therapy, 1980, 6, 181-183.

This paper discusses the unique characteristics of dual-career marriages/families. These familial units are identified as a high stress group presenting unusual challenges to the clinician. Specific implications for the clinician include (1) values of therapist and clients; (2) critical issues; and (3) assets and liabilities. It is concluded that while dual-career couples may be demanding clients, the therapist can be sure he/she will have an intriguing, eventful, and meaningful experience along the way. (Journal)

289. Propper, A. The relationship of maternal employment to adolescent roles, activities, and parental relationships. Journal of Marriage and the Family, 1972, 34, 417-421.

Questionnaires about activities and parental relationships were administered to metropolitan secondary school adolescents. The evidence from 229 of these questionnaires suggests that adolescents have only slightly more responsibility for household chores when the mother is employed, and that their degree of participation in social activities does not differ consistently from respondents whose mothers are not employed. Reports of parent-child disagreement over a wide range of issues are more common when the mother is employed, but perceptions of parental interest, help with school and personal problems, and degree of closeness to parents are similar to those of children whose mothers are not employed outside the home. (Journal)

290. Quinlan, D. C. & Shackelford, J. A. Labor force participation rates of women and the rise of the two-earner family. The American Economic Review, 1980, 70, 209-213.

The major hypothesis of this study is that female employment is a doubly derived demand. It is first derived from the demand for males, who assume leadership and high-paying positions, the demand for which is derived from those secondary and tertiary industries experiencing the greatest increase in consumer demand. Because the greatest increase in female labor force participation since 1950 is in clerical work, it is hypothesized that female labor force participation in general can be explained by the percentage of males in managerial and professional work in the previous decade and by female participation in the secondary sector. The results failed to support this hypothesis however and do not suggest an alternative hypothesis.

291. Radloff, L. Sex differences in depression: The effects of occupation and marital status. Sex Roles, 1975, 1, 249-269.

The role of housewife has been hypothesized as the source of excess mental illness among married women as compared with married men. The present study found both housewives and working wives significantly more depressed than working husbands. Although working wives report that they do more housework than husbands, this factor was not significantly related to depression for either wives or husbands. It is suggested that the risk factors for depression, including marriage for women, may be better understood in the context of clinical theories of depression, especially the "learned helplessness" model. (Journal)

292. Rapoport, R. & Rapoport, R. N. Men, women and equity. The Family Coordinator, 1975, 24, 421-432.

The concept of equity is proposed as having advantages over that of equality. By equity, we mean a fair allocation both of opportunity and of constraints. Though the danger of abuse of this concept is recognized (e.g. in the possibility of compliance with status quo conditions through low consciousness), it is put forward as a concept which goes beyond that of equality; it acknowledges differences between men and women and the need to think in terms of variations of patterns. To achieve equity in relationships between men and women, different areas of peoples' lives must be revised both separately and in relation to one another. The occupational, familial, and personal motivational systems are all involved. New concepts of self, new concepts of male-female relationships and of parent-child relationships, and new ways of structuring work and family life are entailed. All will require testing in experience. (Journal)

293. Read, F. W. & Udry, J. R. Female work, fertility and contraceptive use in a biracial sample. Journal of Marriage and the Family, 1973, 35, 597-603.

The relationship between female work force participation and fertility has been well documented for United States whites and samples from other countries. It has been asserted that the fertility differential between working and nonworking females is a result of the more frequent use of contraceptives by the working females. This paper has two purposes. First, the relationship between work and fertility is investigated for both white and black females. Second, the relationship between female work and fertility is found to be strong and essentially the same for blacks as for whites. The only relationship found between female work and contraceptive use was among women of zero parity. This finding was weak, however, and required tenuous assumptions. (Journal)

294. Rehberg, R. A. & Westby, D. L. Parental encouragement, occupation, education, and family size: Artifactual or independent determinants of adolescent educational expectations? Social Forces, 1966-1967, 45, 362-374.

Studies of adolescent career orientations provide consistent support for the propositions that educational expectations vary positively with the level of parental occupation and education, the frequency of parental educational encouragement, and negatively with family size. Since each of these four variables is intercorrelated it is possible that one or more of the zero-order associations may be totally or partially artifactual in nature. The use of Rosenberg's test factor standardization technique to generate third-order partials on survey data collected from 2,852 urban high school sophomore males indicates that this is not the case. From the analysis a provisional causal model is constructed. The roles of parental encouragement and of family size in the model receive particular attention. (Journal)

295. Renne, K. S. Correlates of dissatisfaction in marriage. Journal of Marriage and the Family, 1970, 32, 54-67.

A probability sample of 4452 households in Alameda County, California yielded 5163 adult respondents who were currently married and living with spouse. Their responses to six survey questions about their marriages were analyzed with race, sex, and age controlled. Black people were more likely than white to be dissatisfied with their marriages, as were people with low income or little education. People reporting physical illness or disability, low morale, isolation, depression or heavy drinking and people with few intimate associates were also more likely than others to be dissatisfied with their marriages. These findings suggest that unhappy marriage is a disability, analogous to minority race, economic deprivation or physical illness. (Journal)

296. Renshaw, J. R. An exploration of the dynamics of the overlapping worlds of work and family. Family Process, 1976, 15, 143-165.

The relationship between the working lives and family lives of people in our society is a concern to both families and corporations. This article describes a research project that yielded theoretical statements about the interactions between organization life and family life for members of large corporations; grounded theory methodology and a systems theory approach were used. Data were obtained in a large multinational corporation from managers and their families who were undergoing three different kinds of organizational stress: international transfer, extensive travel, and job change to facilitator of personal and organizational change. The findings give reason for viewing organization and family as interacting systems and for considering the uniqueness of each individual's response to stressful events. They also indicate that an individual's feelings of influence over stressful events at the organization-family boundaries are significant for both organizational and family effectiveness. (Journal)

297. Rice, B. Flextime does not flex family time. Psychology Today, 1980, 14, 20-22.

A total of 700 people in two U.S. commerce department agencies, one of them on flextime, the other not, were surveyed. It was found that, although the flex-time workers had two hours of leeway in when to start and stop work, those with children spent no more time with them than before they started flextime. People on flextime generally reported less conflict between their work and home responsibilities than those on standard schedules. Those who benefited most were those who did not have primary responsibility for children, indicating that flextime does not increase husband's willingness to share family responsibilities with their wives. The significant benefits of flextime are improved morale and productivity.

298. Richardson, J. G. Wife occupational superiority and marital troubles: An examination of the hypothesis. Journal of Marriage and the Family, 1979, 41, 63-72.

Implicit in much theoretical literature on marital relations in dual-career families is the hypothesis that marital stress and dissatisfaction would be attendant if working wives were to be higher in occupational prestige than their husbands. Two sources of the hypothesis are reviewed: sociological functionalism and recent economic analyses of marital status. The empirical merit of the hypothesis is examined with NORC General Social Survey data. No support is found for the hypothesis. Reasons for the persistence of this theoretical assumption, in the absence of empirical support, are discussed. (Journal)

299. Richardson, J. G. & Mahoney, E. R. The perceived social status of husbands and wives in dual-work families as a function of achieved and derived occupational status. Sex Roles, 1981, 7, 1189-1198.

The perception of the general social standing of husbands and wives in dual-work families as a function of their respective achieved and derived occupational statuses was examined experimentally. The results indicated that both the wife's and husband's general social status was a function only of the husband's occupational status; the wife's occupational status had no effect on either her general social status or that of her husband. The one exception to this was the case of the high achieved occupational status wife depressing the social status of the low occupational status husband. The results are discussed in terms of their implications for recent critiques of male-determined stratification models. (Journal)

300. Ridley, C. A. Exploring the impact of work satisfaction and involvement on marital interaction when both partners are employed. Journal of Marriage and the Family, 1973, 35, 229-237.

This study attempts to assess the relationships between job satisfaction, job involvement, and marital adjustment for married female teachers and their husbands. The two major conclusions of this study were: (1) teachers and their husbands follow different patterns concerning the job satisfaction-marital adjustment relationship, and (2) teachers and their husbands were more than moderately successful at preventing their job involvement from interfering with their marital adjustment. The results suggested the continued importance of distinguishing between attitudes (job satisfaction) and behavior (job involvement) when assessing the impact of work on family life. (Journal)

301. Roberts, W. R. Executives' wives--and trouble. Dun's Review, 1965, 85, 34+.

This article investigates what role the executive wife should play in her husband's career. Three hundred top-ranking executives of the Dun's Review Presidents' Panel were presented with this question and they generally agreed that the executive wife should be well-mannered, gracious, and even-tempered during business negotiations in order to enhance her husband's career.

302. Rosen, B., Jerdee, T. H. & Prestwich, T. L. Dual-career marital adjustment: Potential effects of discriminatory managerial attitudes. Journal of Marriage and the Family, 1975, 37, 565-572.

A survey-experiment was conducted with a national sample of managers and executives to assess the influence of discriminatory managerial attitudes on dual-career marital adjustment problems. The design consisted of five brief incidents, depicting problems of family-job conflicts, in which the sex of the employee was manipulated. Results reflected a pattern of discrimination based on (1) less managerial confidence in the ability of women to balance home and career responsibilities; and (2) less expectation that career women's husbands should sacrifice for the sake of their careers. Findings are discussed in terms of their potential effect on dual-career marital adjustment. (Journal)

303. Rosenthal, D. & Hansen, J. The impact of maternal employment on children's perceptions of parents and personal development. Sex Roles, 1981, 7, 593-598.

This study assessed the impact of maternal employment on young adolescents' self-concept, school achievement, vocational development, and the perceptions of their parents. It also assessed the impact of maternal employment in non-intact homes. Multivariate F tests indicated no significant differences in the subjects' perceptions of either parent or in their educational and vocational development that could be attributed to maternal employment. Similar results were reported in nonintact families. (Journal)

304. Rosow, I. & Rose, K. D. Divorce among doctors. Journal of Marriage and the Family, 1972, 34, 587-599.

Analysis of California divorce petitions of 1968 shows that doctors have very low divorce rates. They are married later and longer than other divorcing professionals, and marriages break up at the height, not the outset of their careers. The highest divorce rates in the profession, each posing special problems, appear among women, blacks, and small-town doctors. Blacks may reflect unusual mobility strains because of sharp racial differences in the sex ratios of the college-educated. Peripheral specialists who see few patients have more stable marriages; those in more stressful specialties may incur a greater divorce risk. Divorce-prone persons do not gravitate to particular kinds of professions or medical specialties. (Journal)

305. Roy, P. Maternal employment and adolescent roles: Rural-urban differences. Marriage and Family Living, 1961, 23, 340-349.

"Participation of married women in the nation's labor force continued to increase in 1958, despite the slowdown in economic activity in the first half of the year....The number of working wives rose...to a record spring level of 13.0 million in March 1958....Currently, a little over half of the women in the labor force are working wives living with their husbands, whereas only one-fourth are single. Before World War II, on the other hand, only 30 per cent were married women, while close to half were single women.

"Women in all marital classes in urban areas were more likely to be in the labor force in 1958 than those in rural areas; and, within rural areas, nonfarm residents were more likely to be labor force members than those living on farms (per cent in labor force for women 14 years and over: urban, 38.7 per cent; rural nonfarm, 30.1 per cent; and rural farm, 24.4 per cent.)" (Journal)

306. Rubenstein, C. Real men don't earn less than their wives. Psychology Today, November, 1982, 16, 36-41.

Problems of dual-career couples are exacerbated when the wife earns more than the husband. Studies show that couples of this sort have higher rates of divorce and of physical and psychological abuse. Men in this group suffered a rate of heart disease 11 times greater than other men. They also reported less satisfaction with marriage, more unrequited love for their spouses and poor sex lives than other men. The findings are discussed in terms of women's earning power and occupational status as a threat to male self-esteem. Case studies of successful and unsuccessful marriages of this type are presented.

307. Safilios-Rothschild, C. The influence of wife's degree of work commitment upon some aspects of family organization and dynamic. Journal of Marriage and the Family, 1970, 32, 681-691.

The introduction of the variable of work commitment in the analysis helps clarify the nature of the relationship between the wife's working status and different aspects of family structure and dynamics. It has been found that working women with high work commitment (HWC) are more satisfied with their marriage than nonworking women; perceive themselves as generally prevailing in decision-making, as giving in in disagreements less often than their husbands and as having more freedom of behavior in and outside their home. On the contrary, women with low work commitment (LWC) perceive by necessity rather than by choice a more "equalitarian" model of family dynamics in which their husbands help them often with many household tasks (while this is not true for HWC women), they jointly compromise in case of disagreements, jointly decide about different family decisions but have a restricted amount of personal freedom in or outside the home. (Journal)

308. Sasse, J. A. Flexible schedules for women accountants. Journal of Accountancy, 1980, 150, 45-47.

Employers often hesitate to hire women accountants because of anticipated interruptions in their careers due to family obligations. This article suggests that flexible work schedules for women professionals will work to the advantage of the CPA firm. The author presents several types of flexible schedules which can be tailored to the woman accountant's schedule.

309. Scanlon, J. Resolution of occupational-conjugal role conflict in clergy marriages. Journal of Marriage and the Family, 1965, 27, 396-402.

The problem of structural conflict between occupational and conjugal roles among clergy couples is investigated. It is found that church-type couples resolve this conflict by allowing occupational roles at certain times to go unfulfilled while they carry out expressive conjugal roles. Sect-type couples are not as apt to consider it legitimate to allow occupational roles to "cool off," and therefore they tend to experience less expressive conjugal interaction than do church-type couples. It is suggested that further research into conflict resolution between other occupations and the family might investigate the presence or absence of orientations analogous to those within church and sect groups. For example, a "total-work" orientation might result in behavior similar to that of sect clergy, whereas a "work-home" outlook might result in the mode of resolution practiced by church clergy. (Journal)

310. Scanlon, J. & Fox, G. L. Sex roles, family and society: The seventies and beyond. Journal of Marriage and the Family, 1980, 42, 743-756.

The decade literature is divided into studies of children and preteens, adolescents and young adults, and marrieds. The amorphous nature of the term "sex role" is discussed, and a model of gender-based decision making, applicable at both macro and micro levels, is offered as one way to specify relations between the sexes. Existing literature is then subsumed within the model; while suggestions are made to increase the sophistication of the next decade's sex role studies. (Journal)

311. Schram, R. W. Parents, kids, and companies: New rules for business. Personnel Journal, 1981, 60, 436-

The rise in number of dual-career families and single-parent families in the 1970's has served to emphasize the childcare needs of employees with young children. Several corporations have already begun to develop effective policies and programs regarding childcare assistance, yet the future calls for more flexible and family-conscious work practices, flexible scheduling, part-time work, child-rearing leaves, and childcare assistance.

312. Schwartz, J. I. Two faces of Janus: Women as parents and providers. Educational Horizons, 1980, 58, 162-168.

The author provides a review of literature on working women. She concludes that while attitudes toward the employment of married women have become more positive, these women still face major obstacles. The primary problem of working mothers is role conflict, which is caused by role overload, fear of success, and sex-role stereotyping by many sources. The author suggests several ways of alleviating this career/family conflict. These center around close examination of sources of sex-role stereotyping with the goal of overcoming stereotypes, and around practical issues such as childcare and quality vocational guidance for girls.

313. Seepmiller, B. R. Sex role differentiation in preschoolers: Effects of maternal employment. Journal of Psychology, 1980, 104, 185-189.

The purpose of the present study was to determine whether maternal employment affects sex-role differentiation in preschoolers, and whether this relationship varies as a function of the sex of the child, father's presence or absence, and/or the sex of the child's siblings (N = 398 boys and girls, mean age 51.2 months). The dependent measure consisted of a maximally reliable composite z score derived from five tests (Draw-A-Person Occupational Preference, Nadleman Recall, Toy Preference, It Scale for Children). The fact of the mother working and the social status of her occupation were unrelated to sex-role differentiation, regardless of whether the child was a girl or a boy, had brothers, sisters, both, or was an only child, or came from an intact or nonintact family. However, the main effect for sex and the sex of child x sex of sibling interaction were significant. (Journal)

314. Selden, A. Overview: Research on the psychology of women II. Women in families, work and psychotherapy. American Journal of Psychiatry, 1976, 133, 1111-1123.

In the first part of this overview the author reviewed research on gender differences in behavior and women's sexual and reproductive lives, and discussed the social and intellectual context of the recent knowledge explosion in women's studies. In this second part she reviews recent research on selected aspects of the social psychology of women's lives. Highlighted themes include women in relationship to family structure and child rearing, work and achievement motivation, and implications for the psychiatric treatment of women that can be drawn from the psychotherapy research literature. She briefly assesses the possible impact of research in these areas on psychiatric theory and practice. (Journal)

315. Shaines, M. The working wife and mother—a "new" woman. American Journal of Psychotherapy, 1981, 34, 374-386.

Determined efforts by women to bring about social, economic, legal and other changes have met with definite though limited success, but also brought increased violence toward women. Wives and mothers with careers still carry the major burdens of household, child care, and social responsibilities, stress causing slippage into more gender-stereotyped roles. Highly achieving and successful women appear to have a greater sense of independence and determination that career success is more important than any other aspect of life. (Journal)

316. Sharada, B. D. & Nangle, B. E. Marital effects on occupational attainment. Journal of Family Issues, 1981, 2, 148-163.

In this article we propose and estimate a status attainment model for married-working couples using data from Lenawee County, Michigan. Our findings indicate that when both spouses pursue career paths, the attainment of each is moderated by the efforts of the other to pursue his or her own career. As is well known, women's career chances are generally compromised in favor of the career advancements of their husbands. However, our data indicate that husbands are also not immune from the effects of the career pursuits of their wives. Both husbands and wives tend to accommodate each other by restricting their own mobility. (Journal)

317. Silverman, W. & Hill, R. Task allocation in marriage in the United States and Belgium. Journal of Marriage and the Family, 1967, 29, 353-373.

Three miniature theories constructed to account for patterns of task allocation in marriage are compared for their explanatory power on data collected from similarly designed samples of American and Belgian families. Cultural prescriptions theory fails to explain either American or Belgian findings. Availability theory, namely, that the more available a spouse is to perform family tasks, the more tasks he is likely to perform, best explains American task allocation but does less well in explaining the Belgian findings. Family development theory which puts availability theory into time perspective over the family's life cycle explains best both American and Belgian variations in task allocation. Task performance, task specialization, and adherence to gender definitions of task assignments are shown to vary in both settings with changes in the size and composition of the family over its life cycle. (Journal)

318. Simon, J. L. Puzzles and further explorations in the interrelationships of successive births with husbands' income, spouse's education and race. Demography, 1975, 12, 259-274.

When fertility is examined in the detail of individual parity progressions and birth-order transitions, important interactions between the effects of income and education are seen. Among the findings are: the negative effect of education on fertility is stronger at all parities for less educated compared to more highly educated women. Additional income has a more positive effect for more highly educated than for less educated women. For women with 0-8 years of education the effect of more income is positive when the family has no children but negative thereafter, but for college-educated women the effect of more income is positive. And additional income has a less positive (more negative) effect on fertility among nonwhites than among whites. (Journal)

319. Simpson, I. H. & England, P. Conjugal work roles and marital solidarity. Journal of Family Issues, 1981, 2, 180-204.

We propose a role homophily theory which posits that marriages are enhanced when spouses' roles are similar. We use cross-sectional survey data to determine how respondents' marital solidarity is affected by whether wives are employed, and by the occupationally derived socioeconomic status of both husbands and wives. We find that wives' employment has a positive effect on marital solidarity as perceived by both husbands and wives. This finding is consistent with role homophily theory, but inconsistent with the predictions of both sex-role differentiation and bargaining theories. When we examine effects of husbands' and wives' socioeconomic status on marital solidarity we find little support for any of the three theories. We conclude that role homophily theory is the best supported of the three theories. (Journal)

320. Singh, S. & Aurora, B. Motives, work values and child-rearing practices of females with full-time employment and full-time housekeeping. Indian Journal of Social Work, 1980, 41, 157-163.

This study investigated a number of psychosocial variables that differentiate working wives from housewives. Nineteen different psychological variables were reliably measured on 232 working wives and housewives together with four indices of basic sociological variables. Parent Attitude Research Instrument (PARI) was also given to working wives and housewives equivalent in terms of intelligence and formal education. Quantitative differences were found between working wives and housewives on motives, work values and child rearing practices. (Journal)

321. Skinner, D. A. Dual career family stress and coping: A literature review. Family Relations, 1980, 29, 473-480.

The literature concerning dual-career family stress and coping is reviewed. Sources of dual-career strain are delineated, and the coping patterns employed by couples in managing the stress are summarized. Although acknowledging stressful aspects of dual-career living, it was found that most participants defined their life-style positively. Achieving a balance between the advantages and disadvantages of the lifestyle appears to be the overriding concern of most dual-career couples. Some implications for family practitioners are discussed. (Journal)

322. Smith, E. J. The working mother: A critique of the research. Journal of Vocational Behavior, 1981, 19, 191-211.

This article provides a critique of the research on the working mother. Three major areas of research are reviewed: (1) the effects of maternal employment on preschoolers; (2) the working mother and school age children; and (3) working mothers, identity development, and life satisfaction. It was concluded that the research on maternal employment provided very few definitive answers regarding the effects of a mother's working on her family, children, and herself. Guidelines for conducting future research on maternal employment are presented. (Journal)

323. Smith, M. J. The social consequences of single parenthood: A longitudinal perspective. Family Relations, 1980, 29, 75-81.

Loneliness and the lack of social support have been described as the more serious social consequences of the single-parent family status. Secondary analysis of interviews with a national sample of families over six years revealed many shifts in the household composition of one parent families over time, a slightly lower level of community participation, and a feeling of powerlessness among single-parent family heads. These findings cast some doubt on the usefulness of natural support systems for single parents. The findings seem reflective of the societal burdens placed upon lone parents. (Journal)

324. Sobol, M. G. A dynamic analysis of labor force participation of married women of child bearing age. The Journal of Human Resource, 1973, 8, 497-505.

The study for the first time relates labor force behavior of a panel of married women of childbearing age, over a ten-year period, to economic and noneconomic variables. The dependent variable, labor force attachment, is measured by current work behavior, work plans, and actual labor force participation for each woman over a decade. When this variable is related by multiple regression analysis to economic and sociological variables, the most important influences on a wife's labor force participation are found to be expected family size and wife's education. Since education for women is increasing and family size is expected to decrease, there should be an important increase in the labor force participation of younger married women in the coming decades. (Journal)

325. Spitzs, G. D. & Waite, L. J. Wives' employment: The role of husbands' perceived attitudes. Journal of Marriage and the Family, 1981, 43, 117-124.

Using data from the National Longitudinal Study of the Labor Market Experiences of Young Women, the relations between husbands' perceived attitudes toward their wives' working and the early employment attitudes and behavior of wives are examined. Revisions in husbands' perceived attitudes during the early years of marriage, to conform with wives' employment attitudes and behavior, are found. In turn, wives' employment behavior is influenced by husbands' perceived preferences, but only among black respondents are wives' attitudes influenced by perceived attitudes of husbands. Implications of our findings are discussed. (Journal)

326. Spreitzer, E., Snyder, E. E. & Larson, D. L. Multiple roles and psychological well-being. Sociological Focus, 1979, 12, 141-148.

Role theory generally views the performance of multiple roles as a source of psychological stress. Recently, however, the concept of role strain resulting from multiple roles has been criticized. Marks (1977) and Seiber (1974) argue that multiple roles may lead to positive personal well-being. The present research is a test of these recent ideas. Measures of subjective well-being are correlated with the quantity and quality of roles enacted. Five role spheres are specified: Spouse, parent, worker, friend, and church member. The findings offer some support for the proposition that involvement in multiple roles does not necessarily lead to role strain. Instead, well-being increases with the number of roles enacted, and satisfaction in one role can help to compensate for deprivation in another role sphere. Support is thus found for both Marks' (1977) "expansionist" theory and Seiber's (1974) role accumulation theory. (Journal)

327. Stafford, R., Backman, E. & Dibona, P. The division of labor among cohabitating and married couples. Journal of Marriage and the Family, 1977, 39, 43-54.

The time spent on household labor, and the traditionality and role specialization in the division of such labor are compared using matched samples of married and cohabiting college men and women. Women of both groups are still taking most of the responsibility for, and performing most of, the household tasks. Married couples are significantly more traditional in the performance of household tasks than cohabiting couples, although they are not different in the distribution of responsibility. Three hypotheses, ideology-socialization, power-authority and time available, are proposed to explain the division of labor. It seems clear that the persistence of the traditional division of labor among both cohabiting and married couples is neither the outcome of a power struggle, nor the differential availability of time. Rather, it is the nonconscious ideology developed from parental modeling that preserves traditional sex roles. (Journal)

328. Staines, G. L., Pleck, J. H., Shepard, L. J. & O'Connor, P. Wives' employment status and marital adjustment: Yet another look. Psychology of Women Quarterly, 1978, 3, 90-120.

The effects of wives' employment status on wives' and husbands' evaluations of their own marital adjustment are examined in two recent national surveys. Working wives whose husbands also work report having wished they had married someone else and having thought of divorce significantly more often than housewives, but do not score significantly lower on ratings of marital satisfaction or marital happiness, or on four other specific components of marital adjustment. Wives' employment status does not significantly affect husbands' reports of marital adjustment. The negative effects of wives' employment on wives' reports of marital adjustment are then found to be restricted specifically to mothers of preschool children, and to wives with less than a high school diploma. No empirical support emerges for two major hypotheses to account for the negative effects of wives' employment on wives' marital adjustment in these two subgroups, one hypothesis concerning wives' role load and the second concerning wives' and husbands' attitudes toward wives' employment. There is some evidence, however, that these factors are moderators of the negative effects of wives' employment on wives' marital adjustment, in particular, that high role load moderates the negative effects of employment among mothers of preschool children. (Journal)

329. Stein, A. H. The effects of maternal employment and educational attainment on the sex-typed attributes of college females. Social Behavior and Personality, 1973, 1, 111-114.

The study tested the hypothesis that differences in maternal sex-typed behavior manifested by employment outside the home and by advanced educational attainment would be related to the sex-typed characteristics of daughters. Subjects were 43 female undergraduates. The amount the mother had worked was positively related to the daughter's masculine personality characteristics, her plans for attending graduate school, plans for working after marriage, and negatively related to some feminine personality characteristics. These relationships did not depend on the amount of identification. The mother's educational attainment was not related to any of the daughter's characteristics. (Journal)

330. St. John-Parsons, D. Continuous dual-career families: A case study. Psychology of Women Quarterly, 1978, 3, 30-42.

Intensive studies of the careers, family backgrounds, marital relationships, and domestic patterns of 10 continuous dual-career families (i.e., those where the wives interrupted their professional careers only minimally to have children) were made through an in-depth guided-interview approach. It was found that there was little integration of work situations, that the parents experienced severe overload problems, that kinship ties loosened and social life decreased. The wives, usually only children, came from a higher social and economically wealthier class than their husbands; they reverted to traditional sociocultural perceptions of their roles at home but, despite multiple role-cycling dilemmas, found that the intellectual and psychological benefits of their lifestyles far outweighed any disadvantages. Financial gain was not of motivational significance, and the dual-career pattern was not always financially rewarding. The families' child-rearing philosophies were similar, and there was no evidence to suggest that the children experienced any disadvantages caused by their parents' career pattern. All families were noticeably healthy and physically active. (Journal)

331. Strober, M. H. & Weinberg, C. B. Strategies used by working and nonworking wives to reduce time pressures. Journal of Consumer Research, 1980, 6, 338-348.

There appear to be limited differences between employed and nonemployed wives in their use of strategies to relieve time pressures. Holding income and life-cycle stage constant, neither wives' employment nor recent entry into the labor force are significant determinants of the purchase or ownership of labor-saving durables, such as microwave ovens and dishwashers. Although working wives prepare fewer meals, if income or life cycle is held constant, working wives and nonworking wives are generally similar with respect to method of meal preparation and shopping behavior. (Journal)

332. Surette, R. F. Career versus homemaking: Perspectives and proposals. Vocational Guidance Quarterly, 1967, 16, 82-86.

The work patterns of young women have undergone notable changes within the last three decades. They seek more schooling, earlier marriages, and more employment than ever before. Investigators are now devoting more attention to the issues of career versus homemaking preferences among young women. Hopefully, this research will foster an attitude of inquiry among school counselors, inquiry into the dynamics of a young woman's vocational decisions.

333. Sussman, M. B. & Cogswell, B. E. Family influences on job movement. Human Relations, 1971, 24, 477-487.

The authors question the salience of the economic model of job mobility. Several relevant variables, which interact with economic concerns are presented. These include: family structure (nuclear, extended, children, etc.), family life cycle and situational factors. In addition, values have changed since the "long arm of the job" explained the influence of work over family, with work no longer playing so central a role in quality of life. The authors advance the hypothesis that the greater the demand for workers in any occupational system, the greater the consideration given to familial concerns; linkages with kin, friends and voluntary associations; physical and social environment; and conditions in the work situation.

334. Szinovacz, M. E. Role attraction, family structure and female employment. Journal of Marriage and the Family, 1977, 39, 781-791.

Earlier studies on the effects of female employment on family task allocation and decision-making patterns failed to incorporate existing evidence regarding interrelations between closeness of contacts with kin and family interaction patterns. It is hypothesized that a wife's gainful employment will have differential effects on family interaction patterns, depending on the relative availability and the relative effectiveness of family-internal and family-external support. Austrian data, based on a sample of 1370 blue-collar and white-collar working wives, indicate that reliance upon outside help from relatives is related to a high degree of role-segregation between the spouses on both task allocation and decision-making. These data confirm the assumption that female employment does not necessarily result in the development of egalitarian role-relations between the spouses. (Journal)

335. Szinovacz, M. E. Female retirement: Effects on spousal roles and marital adjustment: A pilot study. Journal of Family Issues, 1980, 1, 423-440.

Past research on retirement has nearly exclusively centered on the adjustment problems of male retirees. This trend is particularly obvious in studies on the effects of retirement on the marital relationship. Data from a pilot study of 25 female retirees and their husbands indicate that female retirement can, indeed, influence a couple's marital satisfaction and task allocation patterns. The retirement of the wife does not always lead to a redistribution of household tasks, nor do all female retirees experience a full-time household role after retirement in entirely positive ways. Effects of the wife's retirement on the marital relationship are often described as positive: Many couples feel relieved from the stresses associated with their dual work and family obligations and enjoy their new togetherness and joint leisure time activities. Negative effects on the marital relationship can occur, however, if the wife experiences serious retirement adjustment problems or if the spouses feel irritated by each other's continuous presence at home. (Journal)

336. Taylor, M. G. & Hartley, S. F. The two-person career. Sociology of Work and Occupations, 1975, 2, 354-372.

After fitting the Protestant ministry to a model of Papanek's "two-person career," this paper utilizes data from a survey of 448 ministers' wives to examine hypotheses relating to some of Papanek's contentions. As expected, respondents showed a high acceptance of the principle of vicarious achievement-fulfillment through the husband and his work. Further, higher rates of participation in ministry-related activities were accompanied by lessening rates of participation in the work force, thus supporting the notion of occupational "derailment." However, the hypothesis that the educational system socialized women into the vicarious achievement of the two-person career was not supported and a more complex analysis of the functions of higher education is suggested. (Journal)

337. Thomas, L. E., McCabe, E. & Berry, J. E. Unemployment and family stress: A reassessment. Family Relations, 1980, 29, 517-524.

Past research, particularly that dating from the Depression of the 1930s, suggests that unemployment tends to precipitate crises for many families. Two small-scale studies are reported in which it was found that unemployed managers and professionals did not report strain on family relationships. A review of other studies conducted in the present decade indicate that for a majority of families, including white- and blue-collar workers, crisis does not accompany husbands' unemployment. Three causes for the apparent changes the impact of unemployment has upon families are discussed: improved financial support for the unemployed; erosion of the psychological importance of work; and changing sex roles. (Journal)

338. Thomson, E. The value of employment to mothers of young children. Journal of Marriage and the Family, 1980, 42, 551-566.

Employment expectations of 378 white, married mothers of young children are examined in terms of the rewards and costs associated with the employment role. Perceived rewards and costs of employment were expressed in terms of subjective expected utilities. Regression analyses of employment expectations showed that the value of employment for mothers of young children is dominated by opportunity costs for the current parental role. The primary differences between the findings for full time and part time employment expectations were the greater importance of extrinsic and intrinsic rewards, respectively. Other differences indicate that part time employment is considered to be more compatible with the parental role than full time employment. (Journal)

339. Turner, C. Dual-work households and marital dissolution. Human Relations, 1971, 24, 535-548.

The author, by contrasting 16th and 17th century semi-subsistence farm households with 20th century dual-career households, analyzes the implications of different forms of dual work household structure on marital dissolution. According to Turner, the interdependence between home and work, men and women, and integration of social structures with family and work, led to low divorce rates. In contrast, work and family spheres are separated for modern dual career couples who work outside the home, with work commitments decreasing both the quantity and quality of time available for the family. Structural constraints reinforcing these marriages are low, home-centered activity is low, and conjugal division of labor is joint rather than complementary. All these factors increase the importance of personal choices by husband and wife and lead to higher rates of divorce than those found in semi-subsistence farm households.

340. Uris, A. Your business is her business. Nation's Business, 1970, 58, 72-74.

A survey was conducted to determine how successful the executive-wife relationship really is. A series of questions was asked of 117 executive wives in the printing industry. It was found that the executive's wife does not resent her husband's job because she feels very deeply involved in it. The article also suggests some moves executives may make to get their wives to assist in developing their careers.

341. Vaughn, L. S. & Wittig, M. A. Occupation, competence and role overload as evaluation determinants of successful women. Journal of Applied Social Psychology, 1980, 10, 398-415.

In order to determine what variables contribute to or detract from the interpersonal attraction of a successful career woman, 80 male and 80 female introductory psychology students at a large western state university viewed one of eight different videotapes of a female stimulus person discussing aspects of her career and homelife. Two levels of occupation (traditional vs. nontraditional), two levels of competence (high vs. low), and two levels of role overload (high vs. low) were factorially varied for each videotape. The Attitudes toward Women Scale (AWS) was used as a covariate, thereby equalizing attitudes between the sexes. A multivariate analysis of covariance was performed on the data. Results indicated that all main effects—competence, role overload, occupation, and sex of subjects were significant. Also significant was a sex of subject by occupation interaction and two three-way interactions. These results were discussed in the context of how they increase our understanding of college students' perceptions of successful career women. (Journal)

342. Verzaro-Lawrence, M., LeBlanc, D. & Hennon, C. Industrial-related day care: Trends and options. Young Children, 1982, 4-10.

The next decade will be characterized by an increased need for childcare options in the U.S. As child and family advocates plan for this projected need, the specific nature of the demands which could be made on the caregiving system will have to be determined. This article provides an examination of the current needs and trends of childcare as a necessary first step in the process.

343. Vicino, F. L. & Bass, B. M. Lifespace variables and managerial success. Journal of Applied Psychology, 1978, 63, 81-88.

Lifespace measures were correlated with the discrepancies between original test battery forecasts and subsequent managerial success on the job. Variables such as the manager's perceived task challenge on his entry job, his change between test and criterion measurement, his personality match with his first supervisor, and the success of his first supervisor served in combination for 150 Exxon managers to account for an additional 22.7% of the variance in success after 5 to 7 years on the job when added to the validity of prediction (.63) by the Exxon Early Identification of Management Program battery of aptitude and personality assessments administered during the first 18 months of employment. The equivalent of a multiple correlation of .79 was attained. (Journal)

344. Vincent, C. E. Familia spongia: The adaptive function. Journal of Marriage and the Family, 1966, 28, 29-36.

Adaptation has been overlooked as a vital function of the family in industrial society. The traditional functions of the family have not been lost, but have changed content and form. The family serves as a mediator by translating change in the larger society into the on-going child and adult socialization process. Its ready adaptability is in part a consequence of its lack of an institutional organization through which to resist change. The adaptive function may be viewed as having functional or dysfunctional consequences. (Journal)

345. Voydanoff, P. Work roles as stressors in corporate families. Family Relations, 1980, 29, 489-494.

This paper discusses the impact of several work role stressors on corporate families: employment insecurity and career mobility, job content and satisfaction, amount and scheduling of work time, geographic mobility, and the corporate wife role. Coping strategies and supports used by corporate families are analyzed briefly. (Journal)

346. Waite, L. J. Working wives: 1940-1960. American Sociological Review, 1976, 41, 65-80.

Changes since 1940 in the rates and patterns of labor force participation of married women are examined using retrospective work histories of wives taken from the 1960 Growth of American Families Study. The effects of certain predictor variables such as income of the husband, wage potential of the wife, and number of children under six, on the probability of a woman working are determined for life cycle stages. Changes since 1940 in the effects of these predictors are examined using a single-equation, additive linear model and analysis of covariance techniques. The major hypothesis tested in this research is that significant changes have occurred since 1940 in the effects of the factors influencing working by wives. The research supports this hypothesis for the early stages of marriage and childbearing only. No changes in either probability of work activity between births or the effects of all predictors when these are considered together on this activity are found for wives with three or more children. When each causal variable is considered separately, a significant decrease is noted in the effects of those factors which tend to inhibit wives' working. Among these are the presence of children under six, the age of the wife and her educational level. The factors which tend to facilitate working past labor force activity and wife's earning power, have tended to increase in effect or have remained strongly positive influences. (Journal)

347. Waite, L. J. Working wives and the family life cycle. American Journal of Sociology, 1980, 86, 272-294.

The concept of the "family life cycle" provides a valuable context within which to study labor force participation of married women. This article tests the hypothesis that the process by which wives make the decision to supply labor to the market varies with position in the life cycle. Data from the National Longitudinal Survey of the Education and Labor Market Experiences of Young Women are used in an examination of market activity during the early stages of the cycle, from marriage through the completion of childbearing. The effects of the most important determinants of married women's labor force involvement are found to depend on life-cycle stage. Wives who consider their families complete tend to be more responsive to family financial circumstances and the characteristics of the labor market in which they live than do childless women or mothers who expect more children. History of employment is found to be most important in predicting current market activity for mothers who expect more children and least important for those who do not. Implications of the findings are discussed.
(Journal)

348. Waite, L. J. & Stolzenberg, R. M. Intended childbearing and labor force participation of young women: Insights from nonrecursive models. American Sociological Review, 1976, 41, 235-252.

The relationship between women's fertility and labor force participation plans has commanded much attention recently. Some analysts have argued that women reduce their desired fertility in order to accommodate their desires for labor force participation; others have suggested that women's plans for labor force participation are modified to accommodate their expected fertility; still others have argued that women's fertility expectations and labor force participation plans both affect each other simultaneously; and at least one analyst has suggested that the commonly observed inverse relationship between women's childbearing and labor force activity is spurious and is caused by common antecedents of both variables. In this paper, we investigate these and other related hypotheses by examining simultaneous equation models of young women's fertility expectations and plans for future labor force participation (i.e., plans for labor force participation when they are 35 years old). Our analyses are based on a large national sample of women in their mid twenties ($n = 3589$ after deletion of cases with missing data). We find that the number of children a woman plans to bear has only a small effect on the probability that she plans to participate in the labor force when she is 35 years old. However, we find that a woman's plans to participate in the labor force when she is 35 have a substantial effect on the total number of children she plans to bear in her lifetime. We find this relationship for presently married and for never-married women. We also find the same relationship for married women when their husbands' income and their husbands' attitudes toward their labor force participation are included in the model. We discuss the methodological implications of our findings for other studies of women's fertility and labor force activity.
(Journal)

349. Waldman, E. Marital and family characteristics of the U.S. labor force. Monthly Labor Review, May 1970, 18-27.

This article discusses the response of wives and other family members to the increased need for workers, under the tight labor market conditions of the late 1960's. The labor force activity among mothers who are divorced, widowed, or separated from their husbands is also examined. Although this group is not a large proportion of the female labor force, their situation is of interest because current proposals for social welfare legislation concern them and the well-being of their children.

350. Wallston, B. S., Foster, M. & Berger, M. I will follow him: Myth, reality or forced choice. Psychology of Women Quarterly, 1978, 3, 9-21.

Recent Ph.D.s in psychology and biological sciences with spouses who were also professionals were surveyed; the focus was on their joint job-seeking. Couples frequently described egalitarian decision rules. But traditional patterns were also evident, particularly among the biological-science sample. Egalitarianism decreased in the actual job decisions made, but here the traditional alternative was frequently cited as a forced choice. Responses to simulations showed egalitarian decisions to be common under low constraint conditions. Constraints such as the need for a job and time pressure produced more nonegalitarian decisions. However, under these hypothetical conditions, the constraints were as likely to produce nontraditional as traditional following. It is suggested that the high traditionality of actual job decisions is, at least in part, a result of institutional constraints. (Journal)

351. Weil, M. W. An analysis of the factors influencing married women's actual or planned work participation. American Sociological Review, 1961, 26, 91-96.

The purpose of this research was to attempt to discover the factors that are related to actual or planned participation of married women with children in the labor force. All hypotheses tested were within the framework of the study's orientation of a workable arrangement being established between performance in the labor force and performance as a housewife and mother. It was found that career orientation of the wife and the favorable attitude of the husband were determining factors in influencing actual or planned participation. In addition, children being of school age was a variable which affected participation in the labor force.

352. Weingarten, K. The employment pattern of professional couples and their distribution of involvement in the family. Psychology of Women Quarterly, 1978, 3, 43-52.

Thirty-two two-profession couples in three different age groups with children were interviewed together to determine if there was a relationship between their employment pattern and their distribution of family involvement in the home. The couples followed one of two employment patterns: a similar employment history (SEH) in which both people had worked full-time and continuously and a dissimilar employment history (DEH) in which the husband had worked full-time and continuously but the wife had worked part-time. Their involvement in the home was measured by an 80-item interview that covered two modes of interaction in four task areas. Significant differences were found in the ways SEH and DEH couples allocated tasks. Of particular interest was the breakdown of an equitable distribution of tasks in the area of childcare for SEH couples. It was suggested that couples "negotiate" a division of labor that allows women to compensate for the time they spend away from the children and men to choose the family work that is less threatening to their masculine selves. (Journal)

353. Weir, T. & Burke, R. J. Two people, two careers, and one relationship: Making it work. Business Quarterly, 1979, 44, 47-53.

This article identifies and discusses five social dilemmas which are faced by individuals in dual career families. These include overload dilemmas, discrepancy between personal and social norms, identity dilemmas, social network dilemmas, and role cycling dilemmas. The authors maintain that good planning, organizing, scheduling, problem-solving, decision-making, and other activities or skills are the only way to make a dual-career couple relationship work in a complicated world.

354. Weissman, M. M. & Paykel, E. S. Moving and depression in women. Society, July/August 1972, 9, 24-28.

This article addresses the stressful effects of geographical mobility on women. Most studies of the psychological effects of mobility have focused on groups that make up only a small portion of the people who move (such as working-class families who are forced out of their homes by urban renewal or military families who are regularly reassigned to new posts); this study covers the impact of moving on women of all classes. The authors note that the corporate wife is often a victim of this forced migration since the decision to relocate is usually due to the husband's career plans.

355. Weller, R. N. The employment of wives, dominance and fertility. Journal of Marriage and the Family, 1968, 30, 437-442.

Using survey data collected in predominantly lower- and middle-income neighborhoods of San Juan, Puerto Rico, the author tests three propositions. (1) Participation in the labor force is associated with increased influence by the wife in family decision-making, particularly with respect to having additional children. (2) This increased influence in decision-making is associated with lower fertility among working women. (3) The negative relationship between labor-force status and fertility is stronger among wife-dominant and egalitarian families than among husband-dominant couples. Empirical support is present for each proposition. (Journal)

356. Whyte, W. H. Jr. The wives of management. Fortune, October 1951, 44, 86-88+.

The author discusses the importance of a "good" corporate wife in aiding an executive's career, while warning that the wrong wife may inhibit corporate success. According to Whyte, the ideal wife is adaptable, sociable, not controversial, group-minded, attractive, not meddling, and intelligent but not too outstanding. Presented without analysis or consideration of its implications, the article is a startling historical document.

357. Willmott, P. Family, work, and leisure conflicts among male employees. Human Relations, 1971, 24, 575-584.

This paper discusses some of the ideas suggested by a recent preliminary inquiry. They are being tested in a larger scale study still in progress, which is being carried out by Michael Young and myself at the Institute of Community Studies, London. A central purpose of the main study is to examine the inter-relationship between work, family life and 'leisure'—defined, for this purpose, as 'non-work' and covering the other (non-family) aspects of life outside work. One of the consequences of specialization among sociologists has been that, though there are fairly established 'sociologies' of the family, of industry and (in a rudimentary form) of 'leisure', there has been little attempt to link them to each other (see Rapoport & Rapoport, 1965). Yet it is obvious on the face of it that the demands of different kinds of occupation are likely to influence life outside work in general and family patterns in particular. We sought to explore these interrelationships. (Journal)

358. Winett, R. A. & Neale, M. S. Flexible work schedules and family time allocation: Assessment of a system change on individual behavior using self-report logs. Journal of Applied Behavior Analysis, 1981, 14, 39-46.

This study assessed the effects of a flexible work schedule ("flextime") on time allocated to children and spouse by federal workers. Direct behavioral observations of family, home, and work functions were precluded because of the cost involved in observing many people for long periods of time. In order to obtain detailed individual data, participants completed hour-by-hour activity logs a mean of twice per week for 35 weeks. Participants received prior training on log completion, initial feedback on the detail of their log entries, and were prompted to complete the forms. Four different procedures assessing reliability indicated a corroboration rate of 80% with other sources. Log data were reliably reduced to nine categories such as "PM time with children" and 37 subcategories such as "time at dinner." The log data were presented in time-series form and the use of a quasi-experimental design showed that participants who altered their work schedule were able to spend more PM time with their families. The log data demonstrated that the capacity exists to assess closely the effects of large-scale changes at a micro-behavioral level, but other methods are needed to make complex self-reporting systems less expensive and more capable of immediate monitoring of the intervention's effects. (Journal)

359. Winter, D. G., Stewart, A. J. & McClelland, D. C. Husband's motives and wife's career level. Journal of Personality and Social Psychology, 1977, 35, 159-166.

In a longitudinal study of 51 male college graduates, the level of their wives' careers in 1974 is predicted negatively by power motivation (measured in 1960) and by their being business executives and is predicted positively by social status of family of origin and affiliation motivation. Consequences of wife's career level are presented, and alternative interpretations of the results in terms of choice of marital partner or encouragement/discouragement after marriage are discussed. (Journal)

360. Wolff, L. Working mothers may not liberate their daughters. Psychology Today, 1980, 13, 101.

Feminists occasionally say that when mothers go to work, their children will come to have less traditional views of male and female roles. Some research has supported this claim. However, a recent study of mothers and daughters from 13 working class rural Ohio communities suggests that the liberated values of children in previous studies may have been influenced by factors in their middle class backgrounds, and not by their mothers' employment status. But Meyer interviewed 150 first, second, fifth and sixth grade girls in nearby communities. She found that daughters of working mothers and daughters of homemakers had essentially the same attitudes about such issues as whether men, women, or both should be the boss, clean the house, etc., and whether men or women perform certain duties better. Meyer notes that because middle-class women more often choose to work, find stimulating jobs, and hire domestic help, their daughters probably view working--and other "liberated" behavior--as a more interesting responsibility than do working-class girls, whose mothers' jobs may simply be a way to make ends meet.

361. Yarrow, M. Maternal employment and child rearing. Children, 1961, 8, 223-228.

Prior research in the area of maternal employment and child development has focused on practical social issues rather than an understanding of parental contributions to child development. This study attempts to demonstrate the futility of the "social issue" approach which ignores the necessity for comprehending the psychological and social qualities of the maternal employment variable. The author also indicates areas in which more theoretically based research, using maternal employment as a setting, could contribute to basic knowledge of the influences in child development.

362. Yarrow, M., Scott, P., DeLeeuw, L. & Meinig, C. Child-rearing in families of working and nonworking mothers. Sociometry, 1962, 25, 122-140.

Child-rearing practices are investigated in families in which the mother is employed and in comparable families in which the mother is not employed. Mothers from intact, white, economically stable families were interviewed. Child-rearing practices are not related to work status. When mothers' motivations and education are considered along with work status, associations with child-rearing appear. Mothers who prefer to work but out of a sense of "duty" do not work report the most problems in child rearing. Children are under firmer control and are given more responsibilities by working mothers than by nonworking mothers in groups with high school training. This difference does not exist between working and nonworking college-trained mothers. College-trained families tend to compensate for mother's employment away from home by more planned activities with the children. (Journal)

363. Yoge, S. Do professional women have egalitarian marital relationships?
Journal of Marriage and the Family, 1981, 43, 865-872.

Marital dynamics of 106 faculty women at Northwestern University were studied, focusing on a division of housework and childcare that indicates a traditional pattern and on wives' perceptions of different comparisons between them and their husbands that suggest an egalitarian pattern. The study also offers a possible explanation for these phenomena, i.e., in order not to cross identity tension lines, today's professional women are going through a process of role expansion (adding new responsibilities with relinquishing old ones), rather than a process of role redefinition which may be what tomorrow's professional women will experience. (Journal)

364. Young, C. M. Work sequences of women during the family life cycle.
Journal of Marriage and the Family, 1978, 40, 401-411.

This study identifies the main work sequences of women during the first three stages of marriage—before having children, when the children are preschool age, and when the children have begun school. Also considered is the influence of level of education, birthplace and year of marriage on work sequence, and an A.I.D. analysis illustrates the characteristics of women most likely to adopt a given pattern of work. The discussion also relates to the continuity of work-force participation during marriage, patterns of part-time work, and the effect of the timing of births on the choice of work sequence. (Journal)

365. Zalusky, J. Shiftwork—A complex of problems. AFL-CIO American Federationist, May 1978, 85, 1-6.

In all the current discussion on alternate work plans and schedules little attention is given to the oldest form, shift work, and the physical, psychological and social problems it poses for individual workers. New research into the various aspects of shift work could bring change and improvement if consideration is given to factors beyond those of limited economic advantage. (Journal)